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ABSTRACT

This document notes that widespread economic and demographic changes in the United States have radically reshaped both the workplace and the family and have created the need to sharply refocus attention on the relationship between the two. It acknowledges that there are no simple, easy, or cheap ways to meet the needs of working families who have diverse interests, yet asserts that unions have special responsibilities and opportunities to promote and defend family-oriented programs, both public and private, and to pursue family-strengthening programs through the collective bargaining process. This resource guide was designed to serve as a convenient reference for the purpose of: (1) educating readers on work and family issues; (2) providing material for speeches; (3) giving assistance in drafting resolutions; (4) providing background material to be used when speaking to the press; (5) providing statistics and more in-depth information; (6) providing background information critical for bargaining on work and family issues; (7) providing names of labor experts who can speak on specific work and family issues and provide technical assistance on work and family programs; and (8) providing a list of specific resource books, pamphlets, and videos produced by and available from the unions of the American Federation of Labor and the Congress of Industrial Organizations (AFL/CIO). Various sections of the guide focus on strategies, fact sheets, federal programs, resolutions, resources, and contract examples. (NB)

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Putting Families First

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AFL-CIO Working Family Resource Guide

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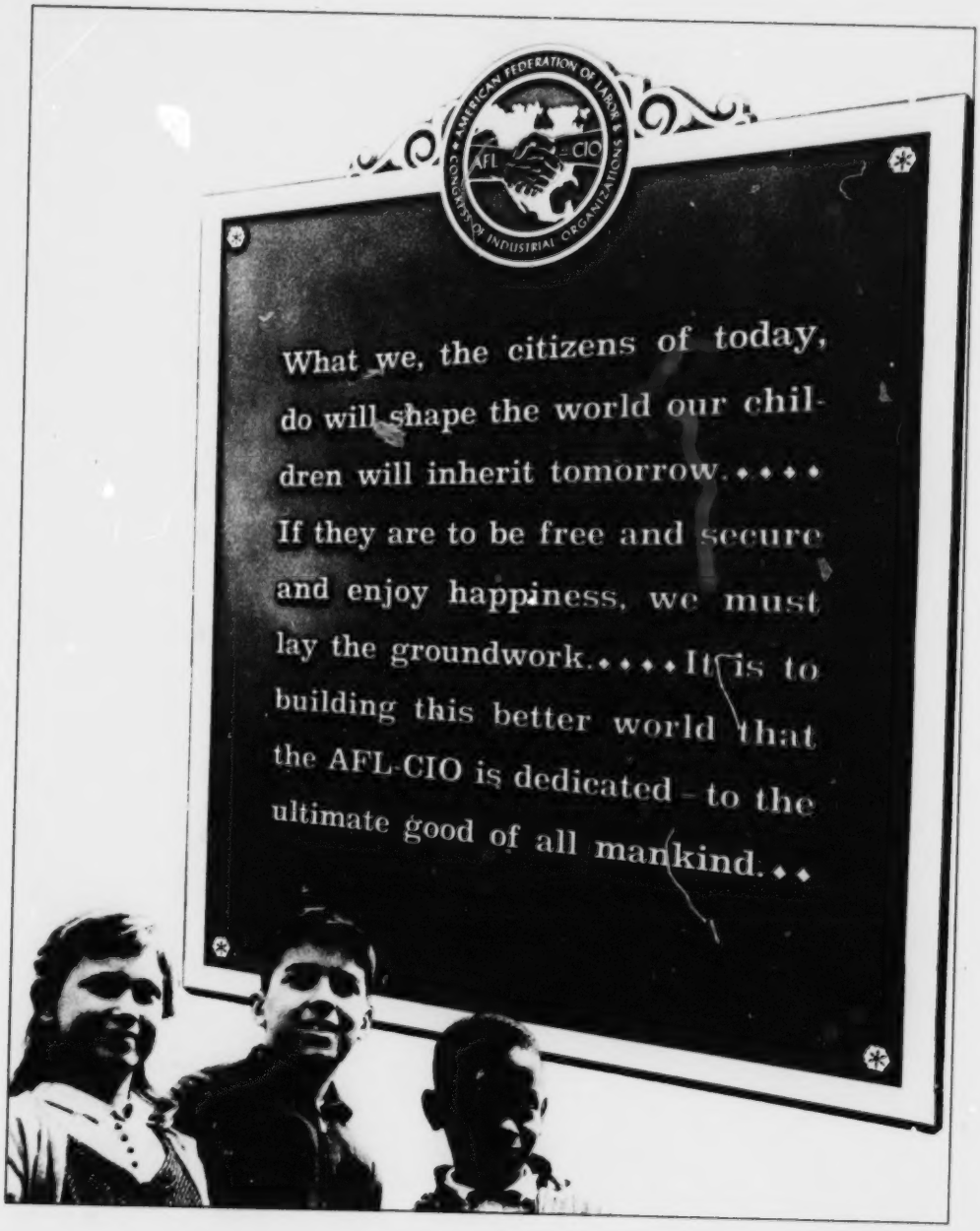
AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS
AFL
CIO
What we, the citizens of today, do will shape the world our children will inherit tomorrow.••••
If they are to be free and secure and enjoy happiness, we must lay the groundwork.••••It is to building this better world that the AFL-CIO is dedicated - to the ultimate good of all mankind.••

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INTRODUCTION

Widespread economic and demographic changes in the United States have radically reshaped both the workplace and the family and created the need to sharply refocus our attention on the relationship between the two. The number of single-parent families is growing rapidly. In addition, large numbers of families now require two incomes to maintain their homes and provide economic security for their children.

Employed parents are working longer days, commuting more hours, making less money, and having to pay more to care for their children and elderly relatives. It is no longer possible to leave family problems at home when one goes to the job because there is no one at home to deal with them.

Public programs benefiting children and the elderly which have been severely weakened over the past decade must be strengthened, newly enacted programs such as The Child Care and Development Block Grant of 1990 and The Family Support Act of 1988 must be adequately funded and fairly implemented and the Family and Medical Leave bill must be enacted.

There are no simple, easy or cheap ways to meet the needs of working families who have diverse interests. But unions have special responsibilities and opportunities to promote and defend family-oriented programs, both public and private, and to pursue family-strengthening programs through the collective bargaining process. This Resource

Guide is designed to help you in this process by serving as a convenient reference for the purpose of:

1. Educating on Work and Family issues.
2. Providing material for speeches.
3. Giving assistance in drafting resolutions.
4. Providing background material to be used when speaking to the press.
5. Providing statistics and more in-depth information.
6. Providing background information critical for bargaining on Work and Family issues.
7. Providing names of labor experts who can speak on specific Work and Family issues and provide technical assistance on Work and Family programs.
8. Providing a list of specific resource books, pamphlets and videos produced by and available from the unions of the AFL-CIO.

Most of the union contract examples, along with some of the other information in this guide, have been extrapolated from the Coalition of Labor Union Women "Bargaining for Family Benefits" publication. In addition, model language has been submitted by individual affiliates. Another major source of information is the U.S. Department of Labor Work and Family Clearinghouse. Both sources should be used by those wishing to do more in-depth work on these issues.

STRATEGIES FOR DEVELOPING A WORK AND FAMILY PROGRAM AT THE WORKPLACE

Work and family programs address the needs of working people as members of families. Examples might include paid or unpaid leave to cope with family medical emergencies; on-site child care; assistance in finding quality child care in the community; and referrals to providers of elder care for aging relatives. Although this is not a comprehensive list, it gives an idea of the wide range of work and family programs that can be tailored to fit the needs of workers in a particular workplace.

Planning and implementing a comprehensive family, child care and elder care program at or through the workplace will require careful preparation, commitment and perseverance. A persuasive case will have to be made to the employer. Discuss the issue at union meetings and in your newsletters to determine the level of interest among the membership. It may be necessary to educate your membership on the issues before preceding to the next step.

To emphasize the importance of family issues to all union members, many locals have found it useful to form a Work and Family Committee made up of concerned union members. That core of activists can work together to generate widespread union support for family issues and determine their members' family status, how they are presently dealing with family issues and what assistance they most need.

A Work and Family Committee can be formed to:

- Determine family needs of the membership through a survey and/or discussion groups. Caution must be taken to avoid raising expectations beyond what you can deliver. Be aware that not all new benefits have to be delivered through a brand new program. Look at what services you already have, such as *Employee Assistance Programs** or *Membership Assistance Programs**, that could be expanded to target work and family needs.
- Demonstrate the value of labor and management joint participation in the development of programs designed to assist employees with their family responsibilities, such as flexible leave, job sharing or assistance with child care or elder care.
- Identify available resources in the community. It is possible that some child care centers or adult day care centers may be willing to offer discounts and/or priority treatment to labor management groups.
- Explore the viability of forming new — or joining existing — coalitions of other organizations concerned with meeting the needs of families by changing public policy and creating new services.
- Determine the most appropriate option (s) to meet the needs of the majority of your members.

Options for elder care and/or children's programs at the workplace and in the community include providing:

- **Information and education**

  (1) Developing a resource guide to provide employees with information about the full range of child care and elder care options in the community. To find out what already exists in your community you may want to check with union people listed in

the Resource Guide, State Federations, Central Labor Bodies, AFL-CIO Community Services Representatives, The United Way, State Offices of Aging and the State Child Care Lead Agency.

(2) Conducting seminars or caregiver fairs — gathering representatives from provider agencies and community service agencies to answer questions and provide information on available services.

- **Counseling, support, and referral**

(1) Developing consultation and referral services for employees, retirees and family members of both groups and providing referrals to quality child care and elder care centers or homes which meet the needs of the workers, their children and their elders.

(2) Providing counseling through Employee Assistance Programs or Membership Assistance Programs.

(3) Offering family support groups at the worksite.

- **Flexible work schedules**

(1) Flexible leave policies for family emergencies, including accommodating requests for shift changes and allowing arrangements to change work shifts when needed.

(2) Paid days off for tending to sick family members.

(3) Leaves of absence to include elder care, child care and care for disabled family members.

- **Financial Assistance**

(1) Provide lump sums to subsidize respite care by paying a portion of the cost of a home aide or companion and, subsidizing the cost of caring for a

child at home, in a family setting or at a day care center.

(2) Establish flexible spending accounts to pay for child care, health care, or long term care expenses for dependent elders.

(3) Provide long-term care insurance coverage for home-based nonmedical, custodial care for employees and retirees.

(4) Create a pool of labor and management funds to be used to assist employees with family needs.

- **Direct Service**

(1) Establishing elder/child or intergenerational day care centers at the worksite or in the community where the members live or work.

*An Employee Assistance Program (EAP) is a benefit program usually available through your employer. EAPs are designed to help employees and their families through periods of personal difficulty including problems with drug and/or alcohol abuse, stress, marital/partner or family conflicts, crisis situations such as sexual assault, or domestic violence or any other form of psychological problem.

In most cases, the EAP will offer assessment and referral services, rather than direct therapy, In other words, after an EAP counselor spends some time talking with you or your family member, he or she will make an assessment as to how serious your problem is, and will refer you to an appropriate therapist. EAP services are generally free of charge to the employee. Further therapy may be covered in part or in whole by your health insurance. The best EAPs also provide ongoing support.

A Membership Assistance Program (MAP) is the name often given to an EAP run by a union or through another labor organization such as a central labor council or labor agency. As with an EAP, referral can be voluntary or through a supervisor. Often union stewards or other members will be trained to do peer referrals; that is, to approach members who are having problems and let them know what services are available to help.

CHILD CARE FACT SHEET

- In two-thirds of all married couple families, both parents work.[1]
- In 1970, 12 percent of children lived with only one parent, usually their mother. In 1989, 25 percent of children lived with one parent.[7]
- In 1991, more than half (55 percent) of mothers with children under age 3 were in the civilian labor force. Even larger proportions of mothers with older children were in the labor force: 64 percent of mothers with children ages 3 to 5; and 74 percent of mothers with children ages 6 through 13.[5]
- The majority of employed mothers worked full-time — in 1991, more than two out of three (69 percent) of employed mothers with children under age 6 and three out of four (74 percent) employed mothers with children ages 6 to 13 worked full-time. Even mothers with very young children worked full-time. Sixty-eight percent of employed mothers with children under age 3 worked full-time.[5]
- In 1991, 37.0 million children had both parents (or one if single parent) in the labor force. This was 61.3 percent of all children who lived in families in the U.S.[5]
- By 1995, two-thirds of all preschool children and over three-quarters of school age children will have mothers in the work force.[3]
- More than 9 million children under the age of 5 and almost 20 million school age children need care for some or all of each day.[4]
- The cost of full-time child care ranges from $2,500 to $10,000 per year depending on the region and type of care. A worker with 2 children who earns the median income of approximately $34,000 would find the cost of decent care prohibitive.[4]

- In the late 1980s only 5 percent of employers with 100 employees or more sponsored on-site child care centers or reimbursed employees for child care costs. These benefits were less available to low-income employees, overall.[5]
- Child care workers are leaving the industry at an alarming rate due to low wages, little or no benefits and low status. The average hourly pay for child care workers is $5.35 or $9,363 annually. This is less than the poverty level for a 3 person family. Staff turnover rate was 41 percent in 1988.[6]
- In many states, the lack of affordable or adequate child care can constitute "good cause" for leaving employment, making the discharged or resigning employee eligible to receive unemployment benefits.[8]

SOURCES

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2. Bureau of Labor Statistics, September, 1988
3. "Child Care in the U.S." by Hoffarth & Phillips (Children Defense Fund, Washington, D.C.)
4. Children's Defense Fund, "Child Care: Key Facts", January 23, 1990
5. Children's Defense Fund, "Child Care: Key Facts", July 1992
6. "National Child Care Staffing Study" by Child Care Employee Project
7. National Commission on Children's Report (Beyond Rhetoric)
8. Legal Update, Spring 1992

ELDER CARE FACT SHEET

- Caregiving for the dependent elderly (elder care) has the potential to be a major labor force concern of the 21st century.[1]

- People 65 years of age and over are the fastest growing population group. At 11 percent in 1980, people over the age of 65 are expected to account for 22 percent of the population by the year 2050.[1]

- The number of people 85 years and over (2.2 million in 1980) rose 165 percent between 1960 and 1980 and is expected to be seven times as large by 2050.[1]

- Families are spending more time on elder care than on child care. Today women can expect to spend 18 years caring for an aging parent, compared with 17 years caring for a child.[1]

- Fifty-five percent of caregivers are employed. However, many working age caregivers work only part-time or not at all because of their need to care for elderly relatives.[2]

- Thirty percent of caregivers have incomes in the poor or near poor category and one-third rate their own general health as no better than fair.[2]

- Two-thirds of the caregivers for older, chronically ill, or disabled persons are working women. Informal, unpaid caregiving by family members and friends provides 80 to 90 percent of the care for the elderly.[6]

- Caregivers of the elderly must provide physical, emotional and financial assistance and frequently must do so for older relatives who are living miles away from the caregivers' home.[1]

- A national report by the Older Women's League found that management often complains about excessive telephone use, absenteeism, lateness and unscheduled time off from work on the part of caregiving employees.[3]
- An average employer with 1,000 employees loses about $500,000 a year in productivity because of elder care demands.[4]

SOURCES

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2. Work and Family, Policies for a Changing Work Force, National Academy Press, Washington, D.C. 1991.
3. Older Women's League, *Failing America's Caregivers: A Status Report on Women Who Care.*
4. Bureau of National Affairs, *The National Report on Work and Family,* April 12, 1991.
5. National Survey 1988 by American Association of Retired Persons,
6. Women's Legal Defense Fund, Washington, D.C.

POVERTY FACT SHEET

- Following the Reagan-Bush decade of the 1980s, the select top fifth of the nation was receiving as much after-tax income as the other 80 percent of the population combined.[1]
- While this top 20 percent was realizing more of the American dream, most Americans were looking at smaller pay checks, reduced education for their children, poorer health care, less adequate housing and fewer opportunities for advancement.
- For low-wage workers, the unemployed and all poor families, the decade brought more poverty and homelessness, poorer health, more hunger and a drastically weakened safety net of government help.[3]
- One of every six, 15.7 percent, of Americans living in rural areas is poor. One of eight, or 12 percent, of residents in metropolitan areas is poor.[2]
- Almost 20 percent of all American children now live in poverty. One in eight children suffers from hunger and malnutrition.[3]
- Forty-five point five percent of all female-headed households live in poverty, 53.1 percent of all poor families are maintained by women alone, and 43.6 percent of mothers living in poverty are in the labor force.[6]
- The poverty level for a family of 3 is $10,857. It takes full-time work at $5.21 an hour to keep a family of 3 out of poverty and yet the current minimum wage is $4.25 an hour.[1]
- In 1979 about 12 percent of the full-time workforce were earning wages at or below the poverty level. By 1990 the number rose to 18 percent of the full-time workforce.[1]
- A recent study of child poverty in Western democracies showed the United States heading the list with the highest rate of poor children. Canada, by contrast, had a child poverty rate about half that of the U.S.[3]
- The reasons behind the tragedy of child poverty are two-fold. First, many parents have become poor and are unable to provide minimal support for their children, and second, government programs designed to alleviate poverty have been weakened or dismantled.[5]

- The value of cash benefits from the Aid to Families with Dependent Children program has dropped nearly 40 percent over the past two decades.[5]
- Food Stamp and Child Nutrition Programs incurred a cumulative cut of $12.2 billion between fiscal year 1982 and fiscal year 1985. Despite some modest restoration of funds to these programs, the cuts have had lasting effects.[4]
- While the value of benefit levels in all assistance programs has plummeted, the number of poor families who need help is steadily rising. Nationally, AFDC cases rose 26.0 percent from July 1989 to June 1992 — with the number of cases increasing as much as 98.1 percent in New Hampshire and 67.8 percent in Arizona.[4]
- In 1979, government assistance to families with children lifted 4.7 million people out of poverty, reducing the poverty rate for parents and their children by 3.6 percent. By 1990, the number of family members lifted out of poverty by government aid had fallen to 3.8 million, reducing the poverty rate by just 2.8 percent.[7]
- In 1990, 2 million families were added to the food stamp program, with many more waiting to be processed.[3]
- State Medicaid costs rose 18.4 percent in fiscal year 1990 with another 25 percent increase expected in fiscal year 1992.[5]
- In the past decade, many states took on more responsibility for helping the needy—actions which substantially obscured the devastating effect of the federal cuts, Now, with budget deficits at an all time high, states are drastically reducing, or eliminating altogether, assistance to the poor.[5]

SOURCES

1. Bureau of the Census, U. S. Department of Commerce and Social Security Administration
2. Congressional Budget Office Report, 1991
3. Testimony of Robert Greenstein before House Committee on Ways and Means, March 13, 1991
4. American Public Welfare Association, June 1992
5. Committee on Ways and Means, U.S. House of Representatives, 1991 Green Book
6. National Commission on Working Women of Wider Opportunities for Women
7. Committee on Ways and Means, U.S. House of Representatives, 1992 Green Book

FAMILY AND MEDICAL LEAVE FACT SHEET

- Sixty-six percent of mothers with school-aged children are in the paid labor force. Fifty-one percent of mothers with infants (children under age 1) work outside the home.[1]
- Women accounted for more than three-fifths (62 percent) of the increase in the civilian labor force since 1979. By the year 2000, 2 out of 3 new entrants to the workforce will be women.[1]
- The proportion of older adults in the population is expanding, and many workers must care for their parents, as well as their children.[1]
- Unlike most other industrialized countries, the United States does not have a national leave policy enabling workers to take time off to attend to their families' needs.[1]
- Faced with an illness in the family or a new child, American workers are often forced to make an intolerable choice between financial security or family welfare.[1]
- New mothers are more than 10 times as likely to lose their jobs after medical leaves for childbirth than employees taking other kinds of medical leave.[2]
- Historically, organized labor has been committed to the premise that work and its rewards are the foundations of stability in family life and has sought to advance the welfare of working families through collective bargaining. Yet, despite an increase in the number of negotiated family leave provisions in union contracts, only 36 percent of collectively bargained agreements currently provide for extended maternity leaves.
- Many company policies totally ignore the father's role in childbirth and, even when allowing time off for a mother, provide no guarantee that a job will be available when she returns.[1]
- Every day, thousands of workers or members of their families become ill or suffer accidents that require time at home. Such time off can cost a worker his or her job.
- A 1990 Bureau of Labor Statistics study found that only 37 percent of all female workers in companies of 100 or more were covered by unpaid maternity leave.[1]

- It would cost employers less to grant the unpaid family and medical leave than it would to let an employee quit and hire a replacement.[3]
- Most of corporate America has shortsightedly lined up in opposition to a national leave policy, claiming it would impose unreasonable financial burdens on business and promote further decline in American competitiveness.
- The most important assets in the economic revival of the economy are American workers. A national leave policy simply recognizes that as the composition of the workforce changes the support it needs also changes. Assuring this support will promote American competitiveness -- not hamper it.
- The lack of a national parental leave policy means $600 million a year in lost income for families and $100 million in expenditures for increased government assistance.[1]
- Local unions and internationals should develop clear maternity leave policies for women in apprenticeship programs comprised of concurrent classroom and on the job training. In cases where the apprentice can continue the classroom work but cannot participate in field work, clear guidance should be offered so that credited hours will not be lost unnecessarily and allowance is made to make up hours as may be required by apprenticeship standards.
- Title VII was amended in 1978 to prohibit discrimination because of pregnancy, childbirth or related medical conditions and requires employers to treat pregnancy the same as other temporary disabilities. Therefore an employer cannot fire or refuse to hire a women just because she is pregnant and childbirth must be treated the same as other causes of disability under fringe benefit plans.

SOURCES

1. Women's Legal Defense Fund, Washington, D.C.
2. Research Data, Wright State University, Dayton, Ohio.
3. Leave Policies in Small Business: Findings from the U.S. Small Business Administration Employee Survey, SAB Contract #2057-87.

DISABILITY FACT SHEET

- A Congressional finding in the Americans with Disabilities Act indicates there are 43,000,000 persons of all ages with physical or mental disabilities.
- A 1989 publication by the U.S. Census Bureau reports that there are 13.4 million persons with disabilities between ages 16 and 64—8.6 percent of the population of that age group.
- According to that report, 31.6 percent of people with disabilities work or actively seek work.
- That report also states that participation in the workforce among men with disabilities has dropped from 41.9 percent in 1981 to 35.77 percent in 1988. Among women, participation in the workforce has increased from 23.7 percent in 1981 to 27.5 percent in 1989.
- Two-thirds of all Americans with disabilities between 16 and 64 are not working. According to a poll by Louis Harris and Associates released in 1986, 2/3 of that population want to work which indicates the need for political and societal change in order to bring these people into the working mainstream.
- According to the 1991 Current Population Survey by the U.S. Census Bureau in March, 1991, 14,648,000 men and women with disabilities are employed full or part-time.
- At the same time, U.S. Census Bureau data shows that the official unemployment rate (not including discouraged workers) of persons with disabilities is 14.2 percent as compared to 5.2 percent for non-disabled persons.
- It is the area of work, even more than social life and activities, that disability excludes people most from mainstream American life.
- Our society expects people to work. The primary criterion by which a person is judged is by the job he or she does.

- One in three severely disabled adults is black or of Hispanic origin, compared to just over one in five in 1982.[1]
- Adults with disabilities are almost four times as likely as non-disabled adults to have less than a ninth grade education.[1]
- Nineteen out of twenty managers give employees with disabilities a "good" or "excellent" rating on job performance. They say employees with disabilities work as hard or harder than employees who do not have disabilities.[1]
- Thirty-nine percent of line managers rate employees with disabilities as better on attendance and punctuality than non-disabled employees.[1]
- The average cost of hiring people with disabilities is the same as hiring a person without a disability, according to three-quarters of the employers surveyed. However, only 43 percent of EEOC officers say that their companies have hired people with disabilities.[1]
- Three out of every four managers say that people with disabilities often encounter discrimination from employers.[1]
- The cost of maintaining people with disabilities who cannot find jobs is staggering. In fiscal year 1970, total disability expenditures were $19.3 billion dollars. By 1986, these expenditures had increased cumulatively by 77.9 percent to $169.4 billion. This includes Social Security Disability Insurance, Supplemental Security Income, Workers Compensation, welfare and greatly increased private transfer payments which reflect claims of individuals injured on the job. In fiscal year 1987, about $28.2 billion in benefits were paid out to nonworking people with disabilities by Social Security alone.[1]

SOURCES

1. Facts About Disability: Background information and statistics for use in your community education program, The President's Committee on Employment of People with Disabilities, March, 1992

FEDERAL PROGRAMS FOR CHILDREN

Child Care

Comprehensive child care legislation was enacted as part of the Omnibus Budget Reconciliation Act of 1990. The legislation includes three distinct programs.

I. The Child Care and Development Block Grant

The Child Care and Development Block Grant of 1990 is a block grant which is designed to allow states to provide financial assistance to working parents with incomes up to 75 percent of the state median income; provide funding for before and after school programs; and improve the availability and quality of child care services. This program is administered by the U.S. Department of Health and Human Services and run by a state local agency designated by the Government.

This program establishes a block grant to states, authorizing expenditures of $2.5 billion over fiscal year 1991 - fiscal year 1993, and "such sums as may be necessary" in fiscal year 1994 and fiscal year 1995. Funds will be allocated in the following way: $731.9 million in fiscal year 1991, $825 million in fiscal year 1992 and $925 million in fiscal year 1993.

Appropriate activities to improve the quality of care must include one or more of the following:

1. Resource and referral programs.
2. Grants and loans to assist in meeting state and local standards.
3. Monitoring of compliance and licensing and regulatory requirements.
4. Training and technical assistance to providers and staff.
5. Improving salaries and compensation to staff.

II. Grants to States

Grants to states to increase Title IV-A Child Care is a grant program which will increase funding for welfare-related child care and will provide assistance to families who are at risk of being dependent on welfare. The program is administered by the U.S. Department of Health and Humans Services and run by the States' Department of Welfare or Health and Human Services.

III. New Tax Credits

Expansion of the Earned Income Tax Credit provides for new tax credits for child care with a special allowance for purchase of health insurance coverage. The benefit is administered by the U.S. Internal Revenue Service.

Prior to enactment of the expansion, a family with a child under age 19 (age 24, if a full time student) with an adjusted gross income of less than $21,000 is eligible for a tax credit. If no taxes are owed the tax credit is paid directly to the employee at the end of the year by the Internal Revenue Service or in advance as part of wages. Employers are required to notify employees not having income tax withheld *that they may be eligible for a tax refund*. Employees who file a certificate of eligibility, which is valid for one calendar year, are entitled to advance payment of the credit with their wages.

Under current law, as well as under the new legislation, the tax credit is available whether or not a parent stays at home with the child. *In other words, the family does not have to have any child care expenditures to receive the credit.*

School Lunch and Breakfast Programs

This program is administered by the U.S. Department of Agriculture, Food and Nutrition Service. State Education Departments contract out the actual management to local school districts.

The National School Lunch Program (NSLP) and the School Breakfast Program (SBP) provide Federal cash and commodity support to participating public and private schools and nonprofit residential institutions that serve meals to children. Each program has a three-tiered reimbursement system that allows children from households with incomes at or below 130 percent of the poverty line to receive free meals, permits children with incomes between 130 percent and 185 percent of poverty to receive meals at a reduced price, and provides a small subsidy for the meals of children with incomes above 185 percent of poverty.

The Special Supplemental Food Program for Women, Infants, and Children (WIC)

This program is funded by the U.S. Department of Agriculture, Food and Nutrition Service and administered by the state Public Health agency which contracts out to local agencies. The Special Supplemental Food Program for Women, Infants and Children (WIC) provides food assistance and nutritional screening to low-income pregnant and postpartum women and their infants, as well as to low-income children up to age 5. Participants in the program must have incomes at or below 185 percent of

poverty, and must be nutritionally at risk. Under the Child Nutrition Act of 1966, nutritional risk is defined as detectable abnormal nutritional conditions; documented nutritionally-related medical conditions; health-impairing dietary deficiencies; or conditions that pre-dispose people to inadequate nutrition or nutritionally-related medical problems.

WIC, does not serve all who are eligible. In fiscal year 1990, Federal costs totaled $2.1 billion and the program served approximately 4.5 million women, infants, and children. In July of 1987, the USDA released a report of the WIC eligibility study ("Estimation of Eligibility for the WIC Program") which found that in 1984, an estimated 9.6 million persons were income-eligible for the WIC program, and 7.5 million of those were estimated to be at nutritional risk. Thus 7.5 million persons were fully eligible for the WIC program at that time. Another USDA study released in April 1990 "Study of WIC Participants and Program Characteristics, 1988," indicated that in 1988 about two-thirds of WIC participants had incomes below the poverty level.

Head Start

This program is administered by the Head Start Bureau in the Administration of Children and Young Adults at the U.S. Department of Health and Human Services. The Head Start Bureau sets performance standards and provides direct grants to providers.

Head Start began operating in 1965 under the general authority of the Economic Opportunity Act of 1964. It provides a wide range of services to primarily low-income children, ages 5 and younger, and their families. Its goals are to improve the social competence, learning skills, and health and nutrition status of low-income children so that they can begin school on an equal basis with their more advantaged peers. The services provided include cognitive

language and language development, medical, dental, and mental health services (including screening and immunizations); and nutritional and social services. Parental involvement is extensive, through both volunteer participation and employment of parents as Head Start staff. Formal training and certification as child care workers is provided to some parents through the Child Development Associate program.

In fiscal year 1990, 548,470 children — about 23 percent of 3 to 5 year old children living in poor families — were served in Head Start programs at a total federal cost of $1.5 billion. About 18 percent of those served were in full-day programs (6 hours per day). Approximately 50 percent of Head Start children were in families receiving AFDC benefits during the 1989-90 school year. About 70 percent of Head Start families had incomes below $9,000 in that year. Forty-five percent of the head of household in Head Start families were unemployed and 34 percent were employed full-time. More than half of all Head Start families — 55 percent — were single-parent families and 41 percent were two-parent families.

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FEDERAL PROGRAMS FOR THE ELDERLY

Older Americans Act

The Older Americans Act (OAA) is the cornerstone of publicly funded programs for America's elderly. It was enacted in 1965 to set guidelines and grants for a coordinated policy on aging. Much of the program is administered through Area Agencies on Aging. Funding is provided for senior centers and supportive services, ombudsman services, congregate and home-delivered meals, in-home services, special programs for Indian tribes, gerontological research, training and discretionary projects and administration of the Federal Agency on Aging.

Title V of the Older Americans Act (the Senior Community Service Employment Program) provides jobs for persons age 55 and above in local community service projects. Title V has been a highly successful program in training low-income seniors who need employment for basic or supplemental income, but often lack job skills. Participants generally move on to unsubsidized, private-sector jobs where they become self-supporting. It is a particularly important program for displaced homemakers. Participants in Title V generally work at or near the minimum wage.

Social Security Act

I. Social Security

This program is administered by the Social Security Administration at the U.S. Department of Health and Human Services and has field offices in the states. Social Security touches the life of nearly every American. It pays out $300 billion dollars in benefits each year to over 45 million people. It provides:

Retirement Benefits —to replace a percent of your monthly income for you and your dependent once you retire and reach the age of 62.

Disability Insurance —to help you and your family if you become too disabled to work. (The average disabled worker with a spouse and one child receives $1,062).

Life Insurance —to provide income for your spouse and dependent children if you should die during your productive years. (The average surviving spouse with two children receives $1,178 a month).

II. Medicare

Responsibility for administration of this program has been delegated by the Secretary of Health and Human Services to the Health Care Financing Administration. Much of the day-to-day operational work of the program is performed by intermediaries and carriers which have responsibility for reviewing claims for benefits and making payments.

Medicare fulfills the promise to older citizens and their families that their health care needs will be met in their retirement years. It also provides health protection to disabled citizens. The program is based on the social insurance model; those who contribute to the program during their working years will receive the benefits when

they become eligible. Medicare currently helps over 35 million aged and disabled individuals meet their medical needs.

Medicare is divided into two parts, Part A and Part B. Part A covers hospital costs and is funded by employees and their employers who as part of Social Security taxes each pay a 1.45 percent payroll tax on wages, up to $125,000, into the Hospital(HI) Trust Fund. No additional payroll taxes and no premiums are required for this insurance after you stop working. These payments ensure beneficiaries that the government will help finance their hospital bills when they retire or are disabled.

If you are admitted to a hospital, you will have to pay an initial deductible of $652. After the first 60 days, you will have to pay $163 per day. After 90 days, you can choose to pay $326 per day for up to 60 "lifetime reserve" days (instead of paying what the hospital charges). Your "benefit period" ends 60 days after discharge from a hospital or skilled nursing facility. If another hospital admission occurs after that, you will have to pay another deductible, as well as the coinsurance (cost-sharing) amounts. Appliances, such as pacemakers and artificial limbs that are permanently installed while in the hospital, are covered without further cost sharing.

Part B, Supplemental Medical Insurance (SMI), covers physician services and is funded by beneficiaries through a monthly premium of $31.80 and through general revenues. With SMI, there is a $100 annual deductible for medical services. After your deductible is satisfied, Part B will cover 80 percent of your medical expenses.

Since Medicare does not cover preventative care, outpatient prescription drugs, dental care or long-term care, most people purchase additional health insurance to fill these gaps. There are many different supplemental policies to cover non-Medicare benefits and protect beneficiaries against cost sharing available in the marketplace, but deciding which one is best for you has been a difficult task.

Congress recognized this problem and in 1990 enacted legislation to simplify comparison shopping for Medicare supplemental insurance. In 1992, Congress compiled a list of ten standard plans to supplement Medicare. Now beneficiaries can more easily compare prices among them.

III. Supplemental Security Income

The Supplemental Security Income (SSI) program is a means-tested, federally administered income assistance program authorized by title XVI of the Social Security Act. Established by the 1972 amendments to the Social Security Act (Public Law 92-603) and begun in 1974, SSI provides monthly cash payments in accordance with uniform, nationwide eligibility requirements to needy aged, blind and disabled persons. To meet current eligibility requirements, SSI beneficiaries must have incomes below $386 per month for single adults and children and $579 per month for couples. Eligibility is restricted to qualified persons who have countable resources not exceeding $2,000, or $3,000 in the case of married couples. (Excluded from this limit are: the individual's home, household goods, personal effects, automobile and burial plots).

Housing

The elderly are serviced through a variety of Federal housing programs. The programs are administered by the U.S. Department of Housing and Urban Development and the Farmers Home Administration. Most important is Section 202 housing, which provides grants to nonprofit organizations to build and maintain housing for the low-income elderly and disabled. The National Council of Senior Citizens participates in this program and has built a number of Section 202 projects and currently manages several apartment buildings for seniors. Section 202 housing currently has long waiting lists. Other housing programs which serve seniors include the Congregate

Housing Services Program, which helps provide services to the frail elderly in public and assisted housing. General housing programs, such as public housing, Indian housing and the Farmers Home housing program (FmH Section 515), are disproportionately used by the elderly. Estimates are that half of the persons in the previously named programs are seniors.

Poverty Rates for Children
Top 10 States, D.C. Region

Mississippi	33.5%	District of Columbia	25.0	Oklahoma	21.4
Louisiana	32.8	Kentucky	24.5		
New Mexico	27.5	Alabama	24.0	Virginia	13.0
West Virginia	25.9	Texas	24.0		
Arkansas	25.0	Arizona	21.7	Maryland	10.9

Recession Swells Welfare Rolls
Percent Change In Caseloads, July 1989 to November 1991

After remaining relatively stable throughout the 1980's, food stamps and Aid to Families with Dependent Children — the biggest voucher and cash welfare programs — began to rise sharply in mid-1989, an early indicator of the current recession. Both are now at record highs, with nearly one in every 10 Americans receiving food stamps and one child in every seven receiving AFDC. States are ranked below by percentage of increase.

Food Stamps:

Rank	State	Percentage Change
1	New Hampshire	133.7%
2	Florida	90.6
3	Nevada	75.9
4	Connecticut	69.3
5	Arizona	61.6
6	Delaware	59.1
7	Washington	54.7
8	Indiana	51.1
9	Vermont	50.9
10	New Jersey	50.7
11	Rhode Island	49.9
12	Maine	49.5
13	Georgia	49.1
14	North Carolina	49.1
15	Alaska	47.4
16	Texas	44.3
17	Virginia	43.2
18	Oklahoma	40.9
19	District of Columbia	40.5
20	South Carolina	40.0
21	New Mexico	39.0
22	California	36.3
23	Massachusetts	34.5
24	Maryland	34.3
25	Tennessee	33.9
26	Missouri	31.6
27	New York	28.6
28	Kansas	27.6
29	Utah	25.0
30	Alabama	23.9
31	Oregon	23.8
32	Pennsylvania	23.5
33	Idaho	21.9
34	Minnesota	21.2
35	Colorado	20.3
36	Arkansas	20.2
37	West Virginia	18.9
38	Illinois	17.7
39	Montana	16.3
40	Kentucky	15.7
41	Iowa	14.3
42	Ohio	14.1
43	Wyoming	13.9
44	Michigan	12.3
45	Nebraska	11.6
46	Hawaii	11.2
47	Mississippi	8.5
48	South Dakota	8.5
49	Wisconsin	8.2
50	North Dakota	7.1
51	Louisiana	3.9
52	Virgin Islands	-1.7
53	Guam	-7.0
54	Puerto Rico	n/a
	United States	**31.8**

Aid To Families With Dependent Children (AFDC):

Rank	State	Percentage Change
1	New Hampshire	98.1%
2	Arizona	64.1
3	Florida	63.0
4	Nevada	51.4
5	North Carolina	47.6
6	Connecticut	45.4
7	Georgia	41.8
8	Vermont	41.4
9	Kentucky	40.3
10	Texas	40.1
11	Delaware	39.7
12	Rhode Island	38.2
13	Alaska	37.0
14	New Mexico	36.8
15	South Carolina	36.3
16	Oklahoma	35.6
17	Maine	33.9
18	Oregon	33.3
19	Tennessee	32.4
20	Indiana	30.6
21	California	29.1
22	Massachusetts	26.1
23	Virginia	25.6
24	Maryland	25.6
25	District of Columbia	24.9
26	Wyoming	24.0
27	Missouri	23.7
28	New Jersey	22.6
29	Idaho	22.4
30	Washington	19.8
31	Colorado	19.6
32	Utah	18.2
33	Ohio	17.2
34	Montana	16.7
35	New York	16.2
36	Illinois	15.2
37	Hawaii	15.1
38	Pennsylvania	14.5
39	Nebraska	13.5
40	Kansas	13.4
41	West Virginia	13.1
42	Alabama	11.7
43	Minnesota	11.4
44	Virgin Islands	11.1
45	Arkansas	10.0
46	North Dakota	9.3
47	Guam	9.1
48	Iowa	8.0
49	South Dakota	7.6
50	Michigan	7.3
51	Wisconsin	4.1
52	Mississippi	3.4
53	Puerto Rico	3.2
54	Louisiana	0.0
	United States	**24.1**

Source: American Public Welfare Association, The Washington Post

FEDERAL PROGRAMS FOR THE POOR

Aid to Families with Dependent Children (Title IV-A) and the Family Support Act

This program is administered by State Welfare Agencies within the guidelines set by the U.S. Department of Health and Human Services.

Aid to Dependent Children was established by the Social Security Act of 1935 as a cash grant program to enable States to aid needy children without fathers. Renamed Aid to Families with Dependent Children (AFDC), the program provides cash welfare payments for needy children who have been deprived of parental support or care because their father or mother is absent from the home continuously, is incapacitated, is deceased or is unemployed.

States define "need," set their own benefit levels, establish (within Federal limitations) income and resource limits, and administer the program or supervise its administration. Federal funds pay from 50 to about 80 percent of the AFDC benefit costs in a State (54 percent on average) and 50 percent of administrative costs.

While optional prior to October 1, 1990, States that operate AFDC programs are now required to offer AFDC to children in two-parent families who are needy because of

the unemployment of one of their parents (AFDC-UP). Eligibility for AFDC-UP is limited to those families in which the principal wage earner is unemployed but has a history of work.

The Family Support Act of 1988 (Public Law 100-485) substantially revised the education and training requirements of the AFDC program. As of October 1, 1990, States are required to have a Job Opportunities and Basic Skills (JOBS) Program. The new program is designed to help needy families with children avoid long-term welfare receipt. It is administered at the Federal level by a new Assistant Secretary of the U.S. Department of Health and Human Services and at the state level by the State Welfare Agency. The JOBS program replaces the work incentive (WIN) and WIN demonstration programs, and incorporates other work requirements of previous law. In addition, the JOBS program must include an educational component. States are required to enroll virtually all able-bodied persons whose youngest child is at least age 3, provided state resources are available. If the state chooses, it can require persons whose youngest child is age 1 to participate.

Families receiving AFDC are automatically eligible for Medicaid and the Act requires that states guarantee child care if it is decided that child care is necessary for an individual's employment or participation in education or training activities.

Food Stamps

The Food Stamp Program is administered at the federal level by the Agriculture Department's Food and Nutrition Service. States have the responsibility for the day-to-day operation of the program and is usually run by the State Welfare Department or the Department of Social Services.

Food stamps are designed primarily to increase the food purchasing power of eligible low-income households

to a point where they can buy a nutritionally adequate low-cost diet. Participating households are expected to be able to devote 30 percent of their counted monthly cash income to food purchases.

Food stamp benefits make up the difference between the household's expected contribution to its food costs and an amount judged to be sufficient to buy an adequate low-cost diet. This amount, the maximum food stamp benefit level, is derived from the U.S. Department of Agriculture's lowest-cost food plan (the Thrifty Food Plan), varied by household size, and adjusted annually for inflation. Thus, a participating household (with no counted cash income receives the maximum monthly allotment for its household size, intended to enable it to purchase an adequate low-cost diet with its food stamps alone, while one with some counted income receives a lesser allotment, reduced from the maximum at the rate of 30 cents for each dollar of counted income and intended to enable it to purchase an adequate low-cost diet with a combination of food stamps and its own cash.)

Benefits are available to nearly all households that meet Federal eligibility tests for limited monthly income and liquid assets, as long as certain household members fulfill work registration and employment and training program requirements. In addition, recipients in the two primary Federal/State cash welfare programs, the AFDC and SSI programs, generally are automatically eligible for food stamps; households composed entirely of AFDC or SSI recipients are categorically eligible for food stamp aid, without regard to food stamp income and assets standards.

Medicaid

Medicaid is authorized under title XIX of the Social Security Act. At the Federal level, the Health Care Financing Administration (HCFA) of the Department of Health and Human Services is responsible for overseeing

state operations. State governments administer the program through a single agency which is either the State welfare agency, the health agency or the human resource agency.

It's a Federal-State matching entitlement program providing medical assistance for low-income persons who are aged, blind, disabled, members of families with dependent children and certain other pregnant women and children. Within Federal guidelines, each State designs and administers its own program. Thus there is substantial variation among the States in terms of persons covered, types and scope of benefits offered, and amounts of payments for services.

Low-Income Home Energy Assistance Program (LIHEAP)

This program is administered by the states under guidelines set by the U.S. Department of Health and Human Services. The purpose of LIHEAP is to provide home heating assistance for persons at or near the poverty level. The Act permits States to provide three types of energy assistance. States can: (1) help eligible households pay their home heating or cooling bills, (2) use up to 15 percent of their LIHEAP allotment for low-cost weatherization, and (3) provide assistance to households during energy-related emergencies.

States are required to give assurances that the largest benefits go to those households that have the lowest income and highest energy costs relative to their income, taking into account family size. In addition, States are to conduct outreach activities aimed at making households with elderly or handicapped individuals aware that energy assistance is available.

LIHEAP has suffered severe budget cuts since 1985 when it was funded at $2.1 billion. Over one million households have already lost benefits due to the funding reductions. Additionally, two-thirds of the elderly persons eligible for LIHEAP are not receiving benefits because they have never been enrolled due to lack of funding. In fiscal year 1992, LIHEAP was funded at $1.5 billion.

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FEDERAL PROGRAMS FOR THE DISABLED

The Americans With Disabilities Act

The Americans with Disabilities Act is a federal antidiscrimination statute which prohibits discrimination against people with disabilities in employment, state and local government services, transportation, public accommodation and communications.

The employment provisions of the Act (Title I) require employers with 25 or more employees to comply with the law, effective July 26, 1992. Beginning July 26, 1994, employers with 15 or more workers must comply.

Covered are employers, employment agencies, labor organizations and joint labor-management committees. Federal government agencies are not covered by the Americans with Disabilities Act but must comply with affirmative action provisions under Section 501 of the 1973 Rehabilitation Act.

Exempt from compliance are a corporation wholly owned by the United States Government, an Indian tribe, a bona fide private membership club, other than a labor organization that is exempt from taxation under Section 501 (c) of the Internal Revenue Code as amended in 1986.

Unions must comply with the terms of the law as employers. They should know the law so that they can act

as advocates for persons with disabilities who they serve and negotiate contracts which are in compliance with the Act.

The Americans with Disabilities Act does not contain a "laundry list" of impairments that are "disabilities." The determination is based on the effect the impairment has on the life of an individual. Thus, a person with a disability is anyone who:

(1) Has a physical or mental impairment that substantially limits one or more of a person's major life activities.

For example, a person unable to perform a major life activity that the average person in the general population can perform, or who is significantly restricted in performing a life activity, could be termed a person with a disability.

(2) Has a record of such impairment.

For example, a person with a history of (or who has been misclassified as having) a mental or physical impairment that substantially limits one or more major life activity could be termed a person with a disability.

(3) Is regarded as having such an impairment.

For example, if someone does not have a disability but is perceived to have one, that individual would be a person with a disability.

The Americans with Disabilities Act prohibits discrimination in employment against a qualified individual with a disability who, with or without a reasonable accommodation, can perform the essential functions of the job.

However, an employer need not provide an accommodation which would impose an "undue hardship" on the employer's operation. The factors to be considered in determining "undue hardship" include the nature and

net cost of the accommodation needed, taking into account availability of tax credits, deductions and outside funding; the overall financial resources of the facility, the number of persons employed there, the effect on the expenses and resources; the overall financial resources of the covered entity, the overall size of the business of that entity with respect to the number of its employees and the number, type and location of its facilities; type of operation of the covered entity; and the impact of the accommodation on the facility.

The term "reasonable accommodation" may include, but is not limited to, making existing facilities accessible to and usable by persons with disabilities, through purchasing or modifying equipment or devices, adjusting or modifying examinations, writing new training manuals or policies, providing readers or interpreters, job restructuring, part-time or modified work schedules, reassignment to a vacant position and other accommodations.

The Americans with Disabilities Act prohibits the following:

1. limiting, classifying or segregating any applicant or employee because of a disability in a way that adversely affects the person's opportunities or job status;

2. participating in any contract or other relationship that results in discrimination against qualified applicants or employees because of a disability — providing fringe benefits, training and apprenticeship programs;

3. denying equal job opportunities to qualified individuals with disabilities because that person needs a reasonable accommodation and;

4. nursing qualifying standards, employment tests or other criteria that screen out an individual or class of persons with a disability — unless such standards, tests or criteria are job-related and consistent with business necessity.

An employer can require a medical examination after an offer of employment has been made if all entering employees in the job category are subject to such an examination. The employer must keep the medical records confidential and in a separate file. An employer may not ask whether an applicant has a disability or the nature or severity of the disability. However, employers may ask whether an employee or an applicant can perform essential job-related functions.

If a current employee with a disability has an infectious and communicable disease on the list prepared and updated annually by the Secretary of Health and Human Services, the employer must consider whether he or she can be accommodated by reassignment to a vacant position not involving food handling. If an individual with a disability is disabled by one of the infectious and communicable diseases on the list, and if the risk of transmitting the disease associated with food handling can't be eliminated by reasonable accommodation, a covered entity may refuse to assign, or continue to assign such individual to a food handling job.

The Americans with Disabilities Act is neutral toward testing for the illegal use of drugs. Such tests are neither encouraged, authorized or prohibited. Illegal drug users are not covered as persons with disabilities under this law. However, drug users who are on, or who have finished, a drug rehabilitation program are persons with disabilities.

Title II A prohibits discrimination against persons with disabilities by state and local governments in their programs and services. Title II B prohibits discrimination against persons with disabilities in the provision of public and private transportation. Title III prohibits discrimination on the basis of disability by public accommodations and in commercial facilities. Title IV calls for telephone companies to ensure that interstate and intrastate telecommunications relay services are available 24 hours a day, seven days a week, by July 26, 1993 for people with hearing impairments.

Adopted by the Nineteenth AFL-CIO Convention

Resolution Number 26

The Needy

November 1991

It is a national disgrace that the Bush Administration has allowed millions of people to sink into poverty and millions of children to go hungry. The nation needs quality education and training programs, jobs that pay living wages, affordable housing and decent health care. The reality that the safety net for the poor is in shreds must be recognized and the political will to fix it must be found.

The recently enacted Family Support Act — intended to provide education, training and jobs, child care and health care benefits to help families move from public assistance into productive jobs — must be adequately funded. Federal leadership and technical assistance should be provided to make this program operational.

Payment levels under the Aid to Families with Dependent Children program which have declined so drastically must be brought to a decent level. If, given the current fiscal crisis, states are unable to meet their share of these payments, the federal government should provide adequate support.

In light of recent findings of widespread child hunger, Congress and the Administration must:

- Ensure that all eligible, low-income women, infants and children receive assistance under the Special Supplemental Food Program for Women, Infants and Children (WIC).
- Increase the availability of the School Breakfast Program to low-income children across the country and encourage federal, state-and local policies to ensure that the National School Lunch Program remains broadly accessible.
- Expand the availability of meals for low-income children who are not in school through the Child and Adult Care Food Program and the Summer Food Service Program for Children.
- Improve access to and benefits from the Food Stamp Program so that low-income families with children have enough to eat through each month.
- Fully fund the Head Start Program, making it available to all eligible children.

Safety net and poverty programs are on the books but are not reaching the people who need them. The erosion of funding, the lack of leadership, federal budget restrictions and bureaucratic red tape being imposed at the federal and local levels have turned these programs into an empty promise to those who need help and a blatant deception to Americans who think the poor are being adequately served. The AFL-CIO will continue to work to strengthen these safety net programs, to help bring all Americans out of poverty and provide them with the opportunity to pursue a productive life.

Statement by the AFL-CIO Executive Council on

Meeting the Needs of Children

July 31, 1991—Chicago, IL

No issues are more vital and heart-felt for working families than the well-being and future of their children. We believe such issues should be at the top of the national agenda.

Over the last decade, however, effective government programs that had been helping families meet their responsibilities to care for and educate their children were gutted or destroyed. New initiatives that would help today's families cope with contemporary problems have been vetoed or otherwise blocked.

The comprehensive new report released by the National Commission on Children, under the excellent leadership of Senator Rockefeller, has helped focus attention on the many needs of American families and children. Those needs encompass adequate health care; education; prenatal care; reliable day care; family leave; decent-paying, secure jobs; and programs that meet the needs of the growing number of single-parent families. Action is also needed to fight the poverty, hunger and crime that menace the well-being of millions of American children today and endanger their chances of becoming productive members of society in the future.

More than 20 percent of America's children live in poverty. Children represent one-third of those without health care coverage. Such conditions are inexcusable for one of the richest nations in the world.

The AFL-CIO applauds the efforts of Senators Gore and Dodd who have urged Congress to make family needs a key priority for legislative action.

The AFL-CIO will participate in the debate on these issues, and we will vigorously advocate strong, sound measures to provide a decent life for our families today and ensure a bright future for our children.

We will continue, as well, to encourage our affiliates to support efforts waged by organizations dedicated to the well-being of children and by anti-poverty and anti-hunger groups, such as the Campaign to End Childhood Hunger. With these organizations, we will support adequate funding and administration of existing programs to alleviate the hardship of poor and working families and their children.

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Statement by the AFL-CIO Executive Council on

Work and Family

Bal Harbour, Florida
February 17-21, 1986

The family is the key to social stability, community progress and national strength. To strengthen the family is at the heart of the labor movement's long struggle to raise wages and living standards, to democratize education, leisure and health care, to broaden individual opportunity and secure dignity in old age.

In the conviction that work, and the rewards of work, are the foundations of the stable, hopeful family life that engenders self-reliance, self-respect and respect for others, unions have sought to advance the welfare of working people and their families through collective bargaining and through legislative and political activity.

As a result, generations of Americans have benefitted through higher wages, negotiated pensions and health and welfare programs, increased job security and increased leisure for enjoying family life. The entire society has gained through union-won wage, hours and overtime laws, child-labor laws, Social Security, Medicare and Medicaid, equal employment opportunity, pay equity, day care and a wide range of other programs that support, protect and advance the quality of family life.

Changes are underway that make work and family issues more vital than ever to the health of America's

society. Women are vastly increasing their participation in the workforce. The number of single-parent families is growing rapidly, and so are families that require two incomes.

Many who label themselves "pro-family" are in fact the architects and supporters of government policies that have drastically weakened public policies that benefit children, the elderly and the unemployed.

Two out of three jobless workers receive no unemployment benefits at all. Those who do receive no more than 35 percent of previous wages. More and more low-wage, year-round workers fail to earn enough to lift their families out of poverty. In 1985, a full-time worker at the minimum wage earned only $7,000, less than half of the $17,000 needed, according to the Bureau of Labor Statistics for a "minimum but adequate" living for a family of four, and far below the official $11,000 poverty line for such a family.

At the same time, more and more working families need day care for small children and other dependents, including elderly and handicapped family members.

Many families with one and even two earners find that the cost of day care consumes 25 to 50 percent of their income, at the rate of $3,000 per year per child.

Clearly, both the availability and the affordability of child care have reached crisis proportions.

There are no simple, easy or cheap ways to meet the needs of America's families who have diverse and sometimes conflicting interests. But unions have special responsibilities and opportunities to promote and defend family-oriented programs, both public and private.

For example, among benefits to be won through collective bargaining are equal employment opportunity, pay equity, maternity and paternity leave, child care for union members, flexible work schedules to help working

parents, the right to refuse overtime and anti-sex-discrimination.

The AFL-CIO continues to urge affiliates, whenever possible, to pursue such family-strengthening programs through the collective bargaining process, including joint employer-union sponsored day care centers, ir formation and referral services, allowances for care in existing centers, time off when the child or dependent is sick, and establishing flexible working hours to accommodate caring for children or other dependents.

Unions should work cooperatively with parents, child care activists, churches and other civic groups to ensure that care provided meets quality standards.

The AFL-CIO also urges support for a broad range of federal action to strengthen the American family, including opportunities to work and earn enough for decent family life, including:

- National economic policies aimed at full employment in line with the Humphrey-Hawkins Full Employment and Balanced Economic Growth Act of 1978.
- Improved unemployment insurance, health care protection, and mortgage and rental relief for unemployed workers.
- Quality health care for all families.
- More vigorous enforcement of anti-discrimination and equal opportunity laws and promotion of pay equity.
- An increase in the minimum wage to assure more adequate income for the working poor.
- A shorter workweek, reduced work hours per year and higher overtime penalties to increase opportunities for family life.

Specifically, the AFL-CIO urges the Congress to:

- Enact a broad-based national program to make day care available to all who need it and to provide financial incentives to states for encouragement of programs in early childhood education and child care services, as well as services for the elderly and the disabled, and to improve licensing and monitoring of day care.
- Pass legislation to ensure that parents can take a reasonable parental leave to care for newborn, newly adopted or seriously ill children without risking loss of their jobs.
- Restore funding to family support programs, including Aid to Families with Dependent Children, food stamps, and Medicaid.
- Restore and increase funding for social services under Title XX of the Social Security Act to meet the needs of abused children, the mentally ill, and the elderly, as well as to provide child care services for low-income working mothers.
- Retain the tax credit now allowed for child care expenses. Congress should resist the Reagan Administration's efforts to change the tax credit to a tax deduction — making it far less advantageous to lower-income families.

Work and family problems are complex. They will not yield easily or soon to the private and public efforts we are proposing. The AFL-CIO pledges its continued support of efforts to solve these problems.

Statement by the Service Employees International Union

Resolution Number 17 on

Work and Family

1992

Working families in the United States and Canada are in crisis. The number of children living in non- traditional families has grown dramatically. Married couples with children find it necessary for both parents to work to maintain a decent living. Single parents must work. While parents work, they need good child care. Yet, the child care industry has failed to meet the crisis. Infant care is almost nonexistent. Child care providers are leaving the industry at alarming rates because of low wages, little or no benefits and low status. Quality care is unaffordable for most parents, forcing them, to leave their children in substandard child care or at home caring for themselves.

Fifty-five percent of the U.S. workforce is comprised of family members who care for elderly parents or other relatives. Workers usually find themselves caring for an elder with no advance warning. This responsibility falls predominantly on women. Statistics reveal that the average woman in the U.S. will spend 17 years bringing up her children and 18 years caring for her elderly parents or parents-in-law, or other aging, ill relatives. Almost two million women are simultaneously caring for their children and an elderly relative.

Most employers today continue outdated policies designed for only a minority of families. As a result, rather than establishing policy flexibility to help care-giving employees do their work, employers are inflexible, citing excessive telephone use, absenteeism, lateness, and unscheduled time off from work.

Our society urgently needs a new set of standards to reflect the needs of the new workforce. Key components of a program alleviating the burdens of families within the workplace include improved funding and standards for child care, minimum family and medical leave job protections, and minimum benefits for part-time workers.

Child Care

In order to increase the availability of quality child care, the President and Congress should work to improve existing standards under the Child Care and Development Block Grant (CCDBG). In their 1991 regulations, the Bush Administration failed to implement the intent of the Act by limiting states' ability to apply more rigorous standards in such areas as health and safety, staff training and ratios. We strongly support a more rigorous regulatory program in which parents can be assured of safe surroundings for their children.

In Canada, the Mulroney government has reneged on its election promise to establish a national child care program.

We also support programs which emphasize staff development, including employer participation in staff training and certification, improved salaries and benefits, and proper child-staff ratios.

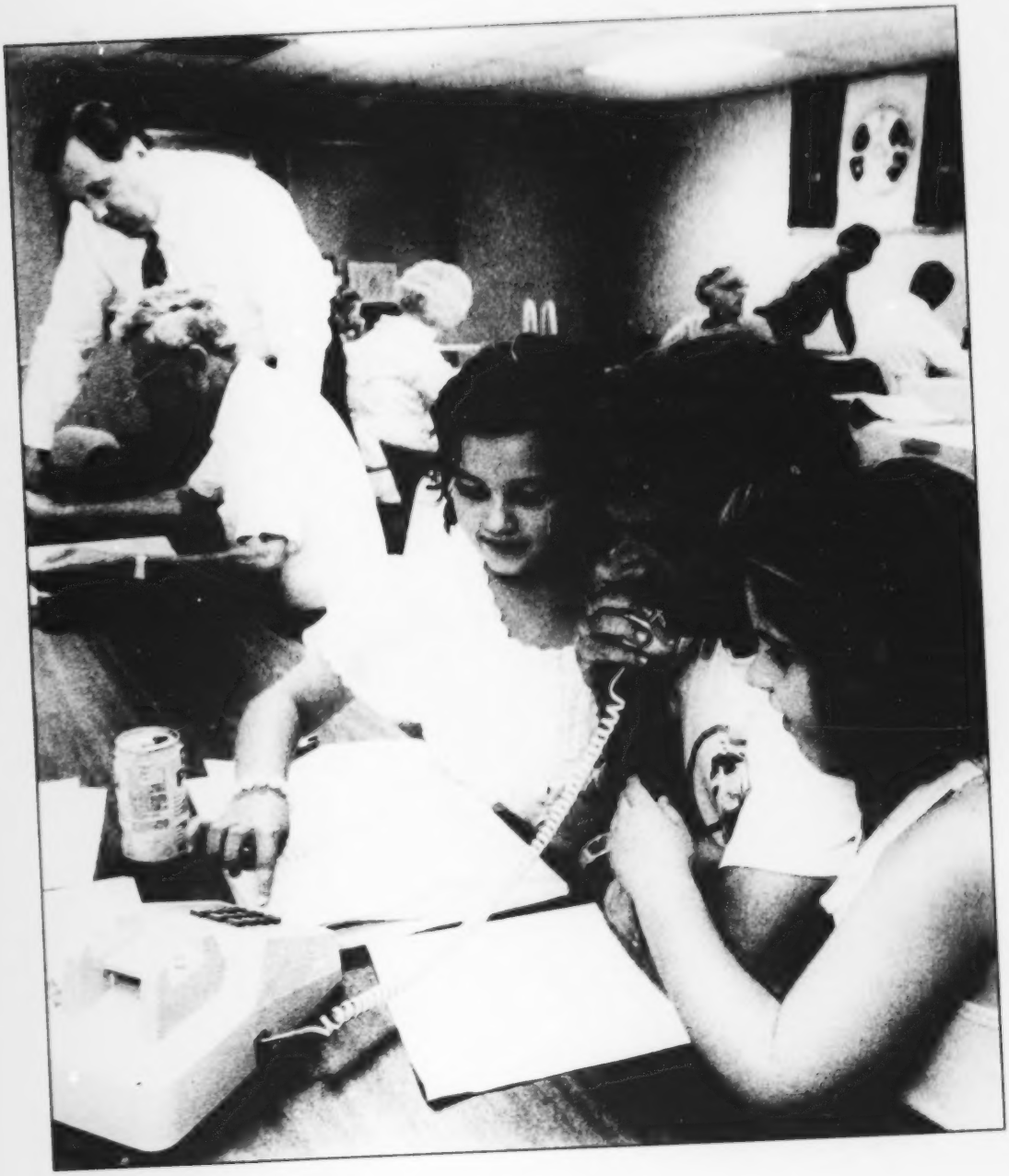
While supporting maximum funding for such essential child care programs as the CCDBG, child care assistance for mothers on public assistance, Head Start and other vital social programs, we also support the expansion

of social service programs for elder care as well as alternative approaches offered to working families under the tax code. Programs which continue to benefit SEIU families include expansion of the Earned Income Tax Credit Program, the continuation of Dependent Care Tax Credits and the continued tax savings available to working families through the Dependent Care Assistance Program (DCAP). Congress should continue to promote additional solutions to the growing number of workers with family concerns. Constructive solutions could include a range of options available from establishing resource and referral programs to the creation of additional child care centers at the worksite. These are first steps towards development of a fully funded national dependent care program that provides universal access to child care and elder care for workers.

Family and Medical Leave

For working families to balance the ongoing demands of work and family concerns, it is crucial that the federal government establish a federal standard for family and medical leave. According to a 1990 survey conducted by the Bureau of Labor Statistics, only 37 percent of all female workers in companies of 100 or more are covered by unpaid "maternity leave." Only 18 percent of male employees in companies of 100 or more are covered by unpaid "paternity leave."

On the state level, although 28 states (including the District of Columbia and Puerto Rico) have enacted some form of unpaid leave protections, these laws vary significantly. Some offer only maternity disability protections; others cover only public employees. The enactment of a federal law is the only way to ensure a uniform minimum labor standard for all American workers during times of compelling family and medical emergencies.



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We also recognize that family responsibilities include care for elderly parents and/or relatives. Our efforts to implement family leave policies and dependent care programs must address the needs of elderly dependents as well as children. In particular, such a policy must recognize the nature of the service workforce, where many workers employed by the same employer report to multiple worksites and work part-time hours., It is crucial that employers continue health insurance benefits throughout the period of leave. SEIU rejects any legislative attempt to allow employers and exemption by substituting "cafeteria plans" for unpaid family and medical leave job protections.

At the bargaining table, SEIU must continue to negotiate more "family-friendly" job protections, advancing the case for minimum paid leave benefits for both women and men regardless of the size of the workplace.

The Contingent Workforce and Homework

Part-time work and homework are frequently posed by conservatives as solutions to the problems of the working family. While part-time work is chosen by some workers as a way to balance family concerns, part-time work without a commensurate level of wages and benefits can often place an undue burden on working families. Part-time work is generally characterized by low wages, few or no benefits, and little job security. The percentage of involuntary part-timers continues to rise. From 1970 to 1990, the number of involuntary part-timers jumped 121 percent. Flexible schedules, including part-time work, seasonal or temporary work, should always be at the worker's option, with minimum regulations established to provide workers with a living wage and full benefits.

SEIU opposes policies that promote homework as a response to the lack of affordable child care. Manufacturing operations performed in the home are hazardous to

workers and children. Homeworkers typically work long hours for little pay.

In the office setting, homework is an option for some clerical and professional workers. Wage, hour and benefit standards must be maintained for these workers. We oppose the illegal attempts of employers to classify homeworkers as independent contractors and charge workers fees for equipment and supplies.

In collective bargaining, we encourage local unions to negotiate flexible working hours, assistance with child care, DCAP's, paid family leave and other provisions to help members balance the needs of work and family. In addition, we urge our locals to bargain for wage and benefit parity for part-time workers.

We support legislation to prevent exploitation of homeworkers and to secure parity for part-time workers in health, pension and other employee benefits.

We will continue to actively seek higher pay, better benefits, job security and job flexibility of working people at the bargaining table and through legislative avenues when appropriate.

Statement by the American Federation of State, County and Municipal Employees, Resolution Number 64

Caregivers for the Aging

1990

WHEREAS:

More than half of the two million Americans who care for aging parents are also participants in the paid labor force; and

WHEREAS:

The average caregiver is a working woman in her forties who spends at least six to ten hours a week on unpaid caregiving tasks for a period of five years or more; and

WHEREAS:

The labor force is aging, thus ensuring that more and more workers in the future will find themselves with caregiving responsibilities for elderly parents or spouses; and

WHEREAS:

The employees must often take on difficult and unwieldy caregiving duties for parents who live far away; they need extra time to arrange for care and services for

elders, and must weather emergencies when counted-on services don't materialize or when a parent's health suddenly fails; and

WHEREAS:

Many family caregivers don't know where to find the necessary services in the community, or have great difficulty in meeting the high cost of care; and

WHEREAS:

Family caregivers are often under enormous stress from trying to balance all the responsibilities of home and work — which sometimes inhibits their ability to fully function on the job, forces them to seek less-demanding employment, or requires them to abandon the workforce entirely; and

WHEREAS:

It is clearly in the best interests of employers who seek to maintain a stable and effective labor force to help find solutions to the family caregiving problems of their employees.

THEREFORE BE IT RESOLVED:

That this 29th International Convention recognize the needs of our brother and sister workers who must care for aging relatives; and

BE IT FURTHER RESOLVED:

That AFSCME and its affiliates encourage employers — through collective bargaining and other means — to adopt workplace practices that aid family caregivers by allowing periods of paid or unpaid leave without penalty; permit employees to use their own sick leave to care for aging relatives; establish personal leave days; institute

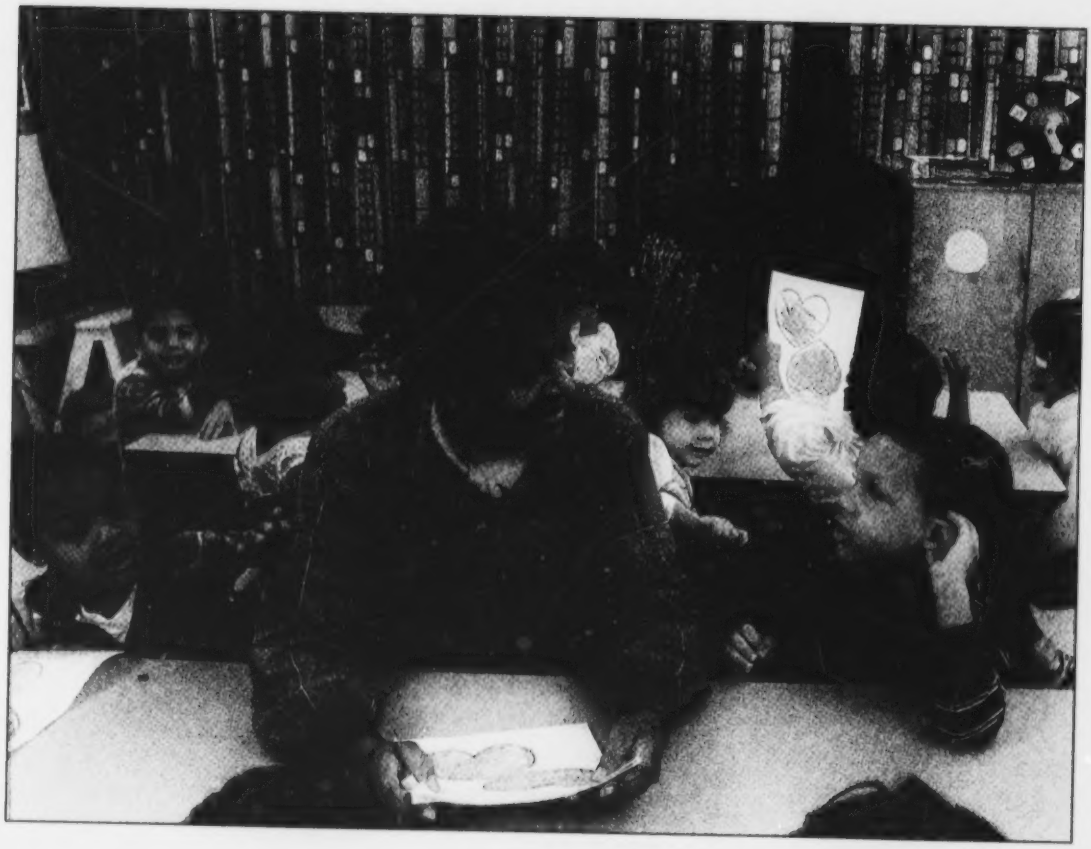
on-site day care centers for the elderly as well as children; develop flexible work schedules and job-sharing programs; provide referrals for community resources such as adult daycare programs, home-maker services and area nursing homes; offer stress-management workshops or elder care counselling through employee assistance programs; and by initiating other compassionate responses; and

BE IT FURTHER RESOLVED:

That AFSCME negotiate benefit plans that enable employees to choose the lifestyle related options that aid family caregivers, including those that would assist workers in obtaining and paying for elder care; and

BE IT FINALLY RESOLVED:

That AFSCME and its affiliated councils and locals support state and federal legislation to aid family care-givers, such as legislation to permit periods of paid or unpaid job leave and, ultimately, a federal social insurance program to cover the cost of long-term care.



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Statement by the American Federation of State, County and Municipal Employees, Resolution Number 135

Child Care

1990

WHEREAS:

The American workforce has changed over the last several decades with the rapid entry of women into paid employment. In 1988, three out of five women with children under 18 years old worked outside the home; fifty-seven percent of married women with children under 6 years old worked outside the home. Half of all married mothers with infants younger than 1 year old are working — a 108 percent increase since 1970. One in every four working mothers is a single head of household; and

WHEREAS:

Like the American workforce, AFSCME has experienced profound demographic changes over the last 15 years. For example, over half of our 1.3 million members are women. Of all of our members, 45 percent are parents — nearly 1 in 5 have at least one child under 7 years of age; 22 percent have children between 7 and 12; and many more have grandchildren; and

WHEREAS:

More women are working because they must help their families to survive. In 1985, two out of three women in the paid labor force were either single heads of households or had husbands whose earnings were less than $15,000 per year.

For many two-parent families, the second income is all that stands between the family and poverty. Thirty-five percent more two-parent families would live below the poverty line if both parents did not work. For single-parent families, about half of the families headed solely by a woman live in poverty; and

WHEREAS:

Many families are unable to rise out of poverty or are merely able to keep their heads above water because median earnings for Americans have dropped. Median earnings of family heads ages 30 to 64 fell 15 percent from 1973 to 1986. For family heads younger than 30, earnings slumped 30 percent; and

WHEREAS:

Child care costs constitute one of the largest household budget items comparable to housing and taxes. Costs can range from $2,400 a year to $9,000. For low-income families, child care costs take up a disproportionate share of their income compared with the average family. An average family spends about 10 percent of its income on child care, while low-income families spend nearly 25 percent; and

WHEREAS:

Even if every family could afford child care, there is not enough care of acceptable quality available to purchase. Infant care is in demand everywhere, both because of the large influx of new mothers into the paid workforce and

because infants require more attention and care than do older children.

While there are more programs for 3 to 4 year olds, they may be only part- day, so parents must patch together several arrangements for their children in one day; and

WHEREAS:

Care for school-age children is a major problem. The Department of Labor estimates that 52 percent of the 26.5 million children needing care are in elementary and junior high school. A recent study of 5,000 eighth-grade students found that children home alone after school were at greater risk of alcohol and substance abuse; and

WHEREAS:

There is no major federal child care program designed explicitly to help families pay for child care or to assist states in improving the quality and expanding the supply of child care. Funding for important federal programs that do exist—including Head Start and the Child Care Food Programs—have been far from adequate. Current federal tax subsidies reach too few families with too little help, and the federal government has failed to take steps to ensure child care quality or expand supply.

THEREFORE BE IT RESOLVED:

That AFSCME and its affiliates continue to push for a comprehensive federal child care bill, which would invest substantial new federal resources to help parents pay for quality child care and to help states improve the quality of child care and ensure that children are safe and protected while in care; and

BE IT FURTHER RESOLVED:

That AFSCME and its affiliates continue to urge the federal government to increase funds for Head Start, and the Child Care Food Program; and

BE IT FINALLY RESOLVED:

That AFSCME encourages its councils and locals to conduct a needs assessment of members to determine what their family needs are, including care for elderly parents or other relatives.

If family needs are identified through the survey, that the council or local work to establish child care or elder care programs at the worksite through collective bargaining; labor-management committees; state and local legislation initiatives; and coalitions made up of community groups, nonprofit child care providers, unions and others.

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Judy Wineman	International Ladies' Garment Workers Union Retirement Service Department 275 7th Avenue, 6th Floor New York, NY 10001	(212) 807-0730
Brian R. Wood	American Flint Glass Workers Union, Local 1000 100 Civic Center Plaza Corning, NY 14830	(607) 936-6341
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Civil Rights Department
Richard Womack, Director
Cynthia McCaughan,
Coordinator of Women's Activities

Department of Community Services
Joe Velasquez, Director

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Additional Union Resource Materials

ACTWU
Bargaining on Women's Issues and Family Concerns
Research Department
Cost—free

AFGE
AFGE Child Care Guidance
Brochure for Federal Employee Options
Women's Department
Cost—Free

AFL-CIO
Family Leave
12 Minute Tape plus 2 minute talk on Family Leave
Cost — $10.00

Child Care Almost Ours:
Cost—$.50 per copy, first copy free

Work and Family Roll-in — AFL-CIO
Convention/Detroit 11/91 (LIPA)

AFSCME
Labor of Love — Examples of AFSCME Child Care Programs
Women's Rights Department
Cost—Free

CCEP (Child Care Employee Project)
From the Floor: Raising Child Care Salaries
Cost —$10.00

Critical Questions: — What You Should Know About Your Child's Teachers
Cost— $1.00 for 5 or $10.00 for 100

Taking Matters Into Our Own Hands: A Guide to Unionizing in the Child Care Field
Cost —$8.50

CLUW (Coalition of Labor Women Union)
Bargaining for Family Benefits
Plus many publications on specific issues and examples of contract language
Cost — Free unless ordered in large quantities

CWA
In Unity Opportunity
The Need for Family Care
Cost — Free

FAST
(Food and Allied Services Trades Department)

Worker's Kaleidoscope 20001
Demographics of and Options for the Changing Work Force, Order
Cost— $10.00

SEIU
SEIU Work and Family Kit
Materials on child care, elder care and women in the workforce

When Workers Organize Our Children Win: SEIU Survey of Child Care Centers
Order — Public Policy Department
Cost—Free

National Organizations

The following national organizations may be contacted for additional information on Work and Family issues. They can also identify their local affiliated groups with which you can form coalitions to work on these issues.

(AARP) American Association of Retired Persons
1909 K Street, N.W.
Washington, D.C. 20049
(202) 872-4700

Child Care Action Campaign
330 Seventh Avenue, 17th Floor
New York, New York 10001
(212) 239-0138

Child Care Employee Project
6536 Telegraph Avenue, A-201
Oakland, California 94609-1114

Child Welfare League of America
440 First Street, N.W.
Washington, D.C. 20001-2085
(202) 638-2952

Children's Defense Fund
25 E Street, N.W.
Washington, D.C. 20001
(202) 628-8787

Coalition of Labor Union Women (CLUW)
15 Union Square
New York, New York 10011
(212) 242-0700

Department of Community Services, AFL-CIO
815 16th Street, N.W., Room 509
Washington, D.C. 20006
(202) 637-5189

Families and Work Institute
330 Seventh Avenue, 14th Floor
New York, New York 10001
(212) 465-2004

Families USA
1334 G Street, N. W., 3rd Floor
Washington, D. C. 20005
(202) 737-6340

Food Research Action Committee (FRAC)
1875 Connecticut Avenue, N.W, Suite 540
Washington, D.C. 20009
(202) 986-2200

House Select Committee on Aging
712 House Annex Building One
Washington, D.C. 20515
(202) 226-3375

National Council of Senior Citizens
1331 F Street N.W.
Washington, D.C. 20004-1171
(202) 347-8800

National Women's Law Center
1616 P Street, N. W.
Washington, D. C. 20036
(202) 328-5160

Parent Action
2 Hopkins Plaza, Suite 2100
Baltimore, Maryland 21201
(410) 752-1790

Senate Subcommittee on Aging
404 Senate Hart Building
Washington, D.C. 20510
(202) 224-3239

Work and Family Clearinghouse
U.S. Department of Labor
Women's Bureau
200 Constitution Avenue, N.W.
Washington, D.C. 20005
(800) 827-5335 outside DC area
(202) 523-4486

Contract Examples

Establishing a Joint Committee

Doing a Needs Assessment

An important first step at the bargaining table may be the establishment of a labor-management committee on family issues. This is not generally viewed as a "cost" item by management. If the employer is genuinely interested in work/family issues, the committee can be useful in establishing the basis for further action, under either the current contract or the next one. If the employer is opposed to changing policies or providing family-related benefits, a labor-management committee at least provides a forum for individuals from the union and employer to raise the issues.

Contract Example:
Joint Bargaining Committee of APWU and NALC and the United States Postal Service

"The parties agree to establish at the national level a 'Task Force on Child Care.' The Task Force shall have two representatives of the APWU, AFL-CIO, two representatives of the NALC, AFL-CIO, and four representatives of the USPS.

"The purpose of the Task Force shall be to evaluate and study the feasibility of providing child care assistance for USPS employees. Such study will assess the benefits of child care programs to employees and the USPS regarding issues such as improvements in attendance, productivity, morale, turnover, etc. Other issues to be considered include, but are not limited to, liability, usage, and equity.

"The Task Force will explore a full range of options including, but not limited to, child care centers, referral services, parenting seminars, consortiums, and information services. The Task Force may also consider piloting child care services should the studies conducted

above justify it, subject to the approval of the national Presidents of APWU, the NALC and the Senior Assistant Postmaster General, Human Resources Group, USPS.

"The Task Force shall also explore the feasibility of applying Section 129 of the Economic Recovery Tax Act of 1981 regarding a dependent care assistance program to the USPS. The Task Force will evaluate the benefits to be derived from such a program and shall consider other matters attendant upon implementation of such a program, such as, but not limited to, administrative costs, and liability.

"The Task Force shall convene periodically, but at least quarterly, at such times and at such places as it deems appropriate during the term of the 1987 Agreement. No actions or recommendations may be taken by the Task Force except by consensus of its parties subject to the approval of the national Presidents of the APWU and NALC and the SAPMG of Human Resources, USPS.

"Should the Task Force decide to hire or contract for professional expertise to assist them or should the Task Force decide to conduct surveys any such fees or expenses incurred shall be paid as follows: one-fourth by NALC, one-fourth by APWU, and one-half by the USPS. The apportionment, if any, of other costs incurred through the action of the Task Force shall be by consensus of the Task Force."

On Labor Day, 1988, barely one year after the above language was adopted, the first child care center on the premises of a Post Office opened in Syracuse, New York.

Contract Example:
USWA and USX

"The Company and the Union, recognizing the special needs of working parents agree to establish a joint Union-Management Child Care Committee to assess the needs of working parents in each of the locations within the Corporation to determine the feasibility of child care services for employees.

"The Committee will consist of four Union representatives appointed by the International President and four Management representatives appointed by the President of the Company and will be responsible for researching the need for child care and preparing recommendations based on the need.

"The Committee shall explore the possibilities of obtaining funds through governmental programs, grants, trusts and other available resources that could contribute to financing the Committee's work, including compensation for consultants, if needed, and research expenses.

"The Company and the Union shall share any unfunded additional costs of the Committee's work, including compensation for consultants, if needed, and research expenses.

"The Committee shall:

- Develop a questionnaire or other survey to determine the ages of children of employees, the hours during which child care is presently utilized and the additional hours during which it is needed, cost, location, type and quality of present child care arrangements, and compile the results.
- Research the availability of additional clients in the community for existing or potentially new child care facilities or programs; research source of funding and the impact of child care problems on the employer's operations and its employees.
- Report its findings and present alternative recommendations for meeting the child care needs of employees, including a cost analysis of each alternative, to the International President of the Union and the President of the Company within two years of the effective date of the Basic Labor Agreement.

Recommendations by the Committee shall be seriously considered for implementation. Committee recommendations cannot conflict with this Agreement or applicable laws and regulations."

Contract Example:
HERE Local 28 and Member Hotels of the
Greater Boston Hotel and Motor Inn Association

"The parties agree that the Health and Welfare Trust Fund Office shall carry out a mail survey among employees designed to assess the extent of need among employees and their families for day care services and/or day care subsidies. It is understood that this provision does not imply any commitment by the employers to provide any such day care services and/or subsidies." Leave of absence which extend beyond the period of disability must be available to both fathers and mothers. For new mothers, this type of leave should be in addition to any disability leave that is offered to employees.

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Unpaid Parental Leave

Contract Example:
Parental Leave AFSCME District Council 37 and
the City of New York

"A child care leave of absence without pay shall be granted to an employee (male or female) who becomes the parent of a child up to four years of age, either by birth or by adoption, for a period of up to forty-eight (48) months. The use of this maximum allowance will be limited to one instance only. All other child care leaves of an employee shall be limited to a thirty-six (36) month maximum.

"Prior to the commencement of child care leave, an employee shall be continued in pay status for a period of time equal to all of the employee's unused accrued annual leave.

"Employees, who initially elect to take less than the forty-eight (48) month maximum period of leave or the thirty-six (36) months, may elect to extend such leave by up to two extensions, each extension to be a minimum of six (6) months. However, in no case may the initial leave period plus the one or two extensions total more than forty-eight (48) months or thirty-six (36) months.

"This provision shall not diminish the right of the Agency Head or the Personnel Director, as set forth in Rule 5.1 of the Leave Regulations, to grant a further leave of absence without pay for child care purposes."

Contract Example:
Maternity Disability Leave IUE Local No. 919 and
Ford Electronics & Refrigeration Corp.

"Seniority employees may be granted a maximum of twelve (12) months unpaid leave of absence for child care purposes. Such leave may not commence earlier than the date of birth of the employee's child nor may the leave commence after the child's tenth birthday. If both parents of a child are employees, leave for child care purposes may be granted to only one of the employees. Employees shall be entitled to only one (1) leave of absence for child care purposes during the term of this Agreement."

Contract Example:
Maternity Disability Leave ILGWU and
Employer Associations representing approximately 1,000
companies employing over 100,000 workers

"In addition to any other leave of absence, the employer shall grant, upon request of the union, up to six (6) months leave of absence without pay to male and female workers for the birth or adoption of a child (hereafter "parenting leave").

"a) The Employer may hire a provisional worker for a period not to exceed six (6) months to take the place of any employee who is on parenting leave. Upon date of hire, the Employer shall give the Union and the provisional worker notice of the worker's provisional status. During such period, provisional workers shall be entitled to all the rights of regular workers under this agreement. The Employer may retain a provisional worker as long as such action does not displace the worker on parenting leave or any other regular worker.

"b) A worker on parenting leave shall be entitled to return to work on his or her regular job prior to such absence or an equivalent position, and shall not lose any rights and privileges under this agreement."

Contract Example:
Maternity Disability Leave UMWA Proposal to the B.C.O.A.
for a Pilot Program on Parental Leave, 1988

"Upon request to the mine superintendent an employee shall be entitled to an unpaid leave of absence, not to exceed six months, for the care of a newborn child, a newly adopted child, or seriously ill member of the employee's immediate family, as defined in Article IX(a).

"During a parental leave, the employee shall retain their seniority and insurance coverage and continue to accrue seniority."

Contract Example:
Maternity/Paternity Leave, UAW Local 6000
and State of Michigan

Upon written request an employee shall, after the birth of his/her child, or adoption of a child, be granted maternity/paternity leave for up to six (6) months. Maternity leave shall commence immediately following the mother's medical leave or upon adoption of a child. Paternity leave shall commence no later than six (6) weeks following delivery or upon adoption of a child. In those instances where both spouses are covered by this provision, such leaves may be taken either concurrently or consecutively. The Employer may grant an extension of such leave upon the request of the employee, based on

operational needs of the Employer. The Employer shall consider requests for annual leave immediately prior or subsequent to maternity/paternity leaves in the same manner as requests for annual leave at other times.

Contract Example:
Association of Flight Attendants and
United Airlines, 1991 - 1996 Contract

G. Parental Leaves of Absence

1. A flight attendant who adopts a child may request and shall be granted a parental leave of absence for a period not to exceed three (3) months from the date of the adoption.
2. When a male flight attendant desires to remain at home with his newborn child, he may request and shall be granted a paternal leave of absence for a period not to exceed thirty (30) days from the date of delivery.
3. A flight attendant while on a parental leave of absence shall continue to retain and accrue seniority.

Paid Parental Leave

Although paid parental leaves are difficult to win at the bargaining table, some unions have broken ground by winning partially paid leaves.

Contract Example:
Paid Parental Leave ACTWU Local 38 and
Cedar Riverside People's Center

"Employees with one or more years of seniority shall be granted two months of parental leave with pay, for new arrivals."

Contract Example:
Paid Parental Leave SEIU District 925 and
the League of Women Voters

"Every employee who has been with the League for one (1) year or more is entitled to two (2) weeks of fully paid parental leave for the birth or adoption of a child. Parental leave must be used within the two (2) month period commencing with the birth or adoption of a child and is forfeited if not used within that period. At the end of the two weeks of paid parental leave, an employee has the option to use any accumulated sick leave and annual leave, followed by leave without

pay, up to the six (6) month total. No more than six (6) months' total leave may be taken for this purpose.

Adoption Leave

Many contracts include adoption leave in a general parental leave clause (see examples above). Another method for addressing adoption leave is to bargain for a separate section on adoption leave. Adoption leave must legally be available to both fathers and mothers. Adoption Leave and Benefits are also covered in Chapter 6.

Contract Example:
Adoption Leave Association of Flight Attendants and Alaska Airlines

"A flight attendant who adopts a child may request and be granted a leave of absence for a period not to exceed six months from the date of receipt of child. She/he shall give the company as much notice as possible and shall retain and accrue seniority during the leave."

Contract Example:
Adoption Leave AFSCME Council 31 and the State of Illinois, Dept. of Central Management Services:

"Employees shall be granted leaves of absence without pay for a period not to exceed one (1) year for the adoption of a child. Such leave may be extended pursuant to Section 1 of this Article."

Flextime

These are schedules which vary the start, finish, and/or length of the workday or workweek. The employee must be present during the day for a designated period of "core hours" and must fulfill a "basic work requirement" of a certain number of hours worked over a one or two week period. A 1981 report of the Office of Personnel Management described an array of flextime options. They include:

- Flexitour: Employee pre-selects starting time.
- Gliding Schedule: Within flexible bands, employee may vary starting time without prior notification or approval of supervisor.
- Variable Time. Employee may vary the length of workday and the workweek as long as he or she is present for daily

(five days a week) core time; must work or account for the basic work requirement.

- Maxiflex: Employee may vary the length of workday and the workweek as long as he or she is present for core time which is scheduled on less than all five weekdays; must work or account for basic work requirement.

Contract Example:
Flextime ACTWU Local 2356 and Vassarette, Munsingwear Inc.

"The following changes in the flex time procedure will be in effect:

- The starting time for sewing department employees shall commence at quarter hour intervals starting at 6:30 a.m. Examples: 6:30 a.m., 6:45 a.m., 7:00 a.m., 7:30 a.m.
- Sewing department employees must notify their supervisor one day in advance of their desire to change starting time."

Contract Example:
Flextime District 85 UAW and Barnard College, New York City

"Flexible hours shall be arranged for any employee who has need, provided the operation of the department continues to function. Reasons for such flexibility may be, but are not limited to, school needs for children, medical needs, or daytime classes which are not available outside of regular working hours. Once established, a request for a change in hours may not be substituted more than once a year, except for variations in courses and other extenuating circumstances. The college shall also have the right to request an employee to rearrange his/her hours."

Contract Example:
Flextime SEIU District 925 and
Brandeis University Library, Waltham, Mass.

"A flexible work schedule is provided for employees in the Technical Services and Automation Division. Employees may arrive between 7:45 a.m. and 9:00 a.m. and depart between 3:00 p.m. and 5:30 p.m. The core time of work is from 9:00 a.m. to 3:00 p.m. Employees will be required to work the core time period...

"... Schedules are recorded by employees on a daily department log. Employees are required to sign their name and time when reporting to work and when leaving work. Any changes in arrival time, departure time and length of lunch period desired by an employee require a one-week advance notice and approval by the

employee's supervisor. In Public Services and the Science Library, the supervisors will set schedules, and subject to coverage and supervisory discretion may make flexible lunch arrangements."

Job Sharing

This is an arrangement in which two part-time employees agree to share one full-time job. The workers split the salary, but each may receive full benefits and seniority, and it is preferable that they do. Job-sharing is usually the result of an agreement between the employer and individual workers, but union contracts can make provisions and establish standards for such arrangements.

Contract Example:
Job Sharing SEIU Local 715 and
Santa Clara County Office of Education

"Job sharing Proposals: Potential participants shall submit a written proposal to their immediate supervisor showing the names of the participants, positions affected, departments affected, the proposed job-sharing schedule (hours and days), starting date and the potential benefit to the department/division. Potential participants must indicate their acceptance or rejection of the job sharing program."

Contract Example:
Job Sharing AFSCME Local 2505 and
Executive Department of the State of Oregon

"Any employee who wishes to participate in job sharing may submit a written request to the Agency Personnel Officer to be considered for a job share position. The Agency shall notify the employee requesting the job share of the agency's decision in writing.

"Job sharing employees shall accrue vacation leave, sick leave and holiday pay based on a pro rate of hours worked in a month. Individual salary review dates will be established for job share employees.

"Job sharing employees shall be entitled to share the full employer paid insurance benefits for one full time position based on a pro rate of regular hours scheduled per week or per month or whatever is appropriate. In any event, the Employer contribution for insurance benefits in a job share position is limited to the amount authorized for one full-time employee. Only those part-time employees working eighty hours or more per month shall be entitled to paid insurance benefits."

Contract Example:
Association of Flight Attendants and
United Airlines, 1989 to 1994 Contract

Partnership Flying (Job Sharing)

A. There shall be a partnership flying program. "Partnership flying" shall be defined as two full-time Flight Attendants who share or split a month's bid, block or open run, which would normally be flown by one bid, block or open run Flight Attendant. The Company will be responsible for administering this program.

B. The minimum number of partnerships available during any month will be no less than 12. The Company may increase the minimum number of partnerships providing this does not cause a utilization problem.

1. The minimum number of partnerships will be increased to offset furloughs as provided for in Section 16, Paragraph L.

Overtime

For employed parents, working overtime always means less time to spend with their families. However, for many the higher wages earned for overtime work outweigh the sacrifice in time. Paying extra for child care or the anxiety of leaving children unattended complicates the issue of overtime. The Work and Family Life Study done by Bank Street College found that, "for women, especially women with young children, overtime appeared to be an unmitigated source of stress."

Because overtime work is often mandatory, work/family conflicts may be unavoidable. Parents wind up feeling trapped. Union contracts can address this issue by including clauses giving employees either 1) advance warning of overtime and/or 2) the right to refuse it, and/or 3) compensation for additional child care costs.

Contract Example:
Overtime National Association of Letter Carriers (NALC) and
USPS, Letter of Intent, Regarding Article 8, Section 5,
Overtime Assignments, 5/28/85

"A. Two weeks prior to the start of each calendar quarter, full-time regular employees desiring to work overtime during that quarter shall place their names on an "Overtime Desired" list.

"G. Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on

the "Overtime Desired" list have worked up to twelve hours in a day or sixty hours in a service week..."

Contract Example:
Overtime SEIU Local 715 and
West Valley Joint Community College, California

"A twenty-four hour notice shall be given by the college to all employees who shall be required to work overtime, except during periods of time when overtime has been traditionally required. If notification is not given to an employee, overtime will be voluntary. The college will not unreasonably require an employee to work overtime should another employee within that department be an acceptable replacement with requisite skills and ability.

"Employees whose children are at day care centers or are being cared for by baby sitters shall receive, in addition to the overtime outlined in the Article, seventy-five cents per hour baby sitting allotment for each overtime hour."

Travel and Transfer

When the employee's place of work is moved, whether temporarily or permanently, his or her family is bound to feel it. The business press has published many articles about how moves create stress in executive families. In recent years as the American economy has shifted, blue and white collar families have been likewise affected. Even if it is within the same community, a transfer to another workplace may force the employee to find a new child care provider with more convenient hours or a different location. When both parents work or only one is present, business travel may require finding child care for extended hours. Relocation of employees to a plant in a different community can place tremendous strains on their uprooted families. Without assistance and support from both employer and union, the result could be the break-up of families.

Contract Example:
Travel and Transfers UFCW Affirmative Action Language

"Request for transfers, within the Union's territorial jurisdiction, so an employee may work near his home, will be given proper consideration and will not be refused arbitrarily. Every effort will be made to take family responsibilities into account in transfers and promotions regarding store preferences."

Contract Example:
Travel and Transfers Maine State Employees Association Administrative Services Bargaining Unit (SEIU) and the State of Maine

"*Relocations* . . .If there are no qualified volunteers, the least senior qualified employee shall be transferred. In the event the least senior qualified employee has children of elementary or secondary school age, he/she shall be exempted from this provision in the event no schools are available in the assignments area or if suitable educational arrangements for such children cannot be mutually agreed to."

Dependent Care Assistance Plans

Many unions have negotiated for the establishment of a Dependent Care Assistance Plan (DCAP) to help workers pay for dependent care expenses. The name of the program often varies but the principle is straightforward: workers choose to redirect up to $5,000 per year of their pre-tax salary into a special account that is used exclusively to pay for eligible dependent care expenses. The money put into this account is not subject to federal income tax, Social Security tax, or state income tax (except in Pennsylvania, New Jersey, and Alabama where DCAPs are subject to state taxes). In effect, the savings to workers equal the taxes they would have paid on this income if it were not in a DCAP.

Contract Example:
Dependent Care Assistance Plans SEIU Local 79 and Harper-Grace Hospitals

". . . effective March 1, 1986, employees may open a dependent care reimbursement account within the provision of appropriate statutes and IRS tax codes, to be funded by the employee with before tax payroll deductions."

Contract Example:
Dependent Care Assistance Plans SEIU Local 818 and Alameda County, California. Sideletter of Agreement

"Effective the first pay period in August, 1988, subject to the applicable provisions of the Internal Revenue Service, employees may contribute up to $5,000 each calendar year from their salaries for approved dependent care. (Eligible employees may only contribute for their expenses; there is no County contribution for dependent care.)

"Reimbursements are made on a monthly basis subject to submission of itemized statements, adequate accumulation of the salary contribution, proof of payment, and applicable county administrative procedures."

Contract Example:
Dependent Care Assistance Plans New York State Civil Service Employees Association (AFSCME) and the State of New York

"The Committee shall develop a Flexible Benefit Spending Program, subject to the approval of the Governor's Office of Employee Relations, to become effective January, 1990. This program will provide employees with the opportunity to increase their spendable income by paying for all or part of selected benefits such as child care, elder care, and dependent care with pre-tax dollars. The State shall prepare, secure introduction, and recommend passage by the Legislature of such legislation as may be appropriate and necessary to implement such program."

Contract Example:
Dependent Care Reimbursement Accounts
CWA, IBEW and AT&T

"Effective January 1, 1990, a Dependent Care Reimbursement Account (DCRA) will be established that will allow employees to exempt up to $5000 wages a year from federal income and social security taxes.

"At the end of the plan year, unused amounts will be forfeited by the employee and will go into a separate fund which will be credited to all program participants on a per capita basis."

Direct Financial Assistance

Some unions have won direct financial assistance from employers for workers' child care (and sometimes, other dependent care) expenses. Usually, the financial support is provided in one of three ways:

- A direct ***cash subsidy*** to workers for child care expenses. Often, the contract creates a pool of money available for this purpose, and stipulates the maximum amount that can be paid to each worker to offset child care expenses.
- An ***employer-provided voucher*** which workers can use to pay for child care. In a ***vendor-voucher*** program, the vouchers can only be used to purchase care from certain designated providers.

- ***Subsidized slots*** purchased by the employer in designated community-based child care programs which are available to the children of the employer's workforce.

Contract Example:
Child Care Cash Subsidies Institutional Services Unit (AFSCME) and Maine State Employees Association Administrative Services Bargaining Unit (SEIU) and the State of Maine

"Effective January 1, 1987, full-time employees who meet all of the following criteria shall be eligible for a lump sum payment of $500 payable between March 1 and April 15, 1988, and during the same period each subsequent year.

- Employed full-time since January 1, 1988 and January 1 each year thereafter;
- Full-time state employees employed for more than six months but less than twelve months from January 1, 1987 and each year thereafter are eligible for this program on a pro-rated basis;
- Part-time and seasonal employees covered by this agreement who have completed 1,040 hours of regularly scheduled work in any calendar year in which they qualify on a prorated basis;
- Had an adjusted gross family income of less than $25,000 for the previous calendar year; and
- Had a minimum of $500 employment-related child care expenses for the previous year.

Employees must submit a copy of their form 1040 and a copy of their receipts for child care expenses for the calendar year 1987 and each subsequent year to be eligible for reimbursement."

Contract Example:
Child Care Cash Subsidies Harvard Union of Clerical and Technical Workers (HUCTW)/AFSCME and Harvard University

"The University will contribute $50,000 a year toward fellowships for day care, at centers and at licensed family day care providers, for children of employees in the bargaining unit. The fellowships are not limited to Harvard sponsored centers. The fellowships will be awarded to children in amounts inversely related to household income and in accordance with financial need. The University and the HUCTW will jointly select an administrative agency to receive applications and make the awards.

"Effective January 1, 1990, the Employer shall provide a monthly allowance of $50 per child for the costs of dependent care to Employees covered by this Agreement for pre-school age children (before First Grade)."

Contract Example:
Union-Administered Voucher Program
District 65-UAW and Village Voice

"The publisher shall pay up to $750 per year towards child care expenses for children of pre-school age (up to first grade) and $500 per year for other children up to and including age 12, to a maximum of $750 per family. The payment will be pro-rated for part-timers. The Voice will advance the funds to the union based upon employees' registration at the Voice. The union will thereafter administer the payments based on vouchers proving child care expenses. Any amount of funds not spent will be applied towards the Security Fund Benefits Plan Voice accounting."

Contract Example:
Vendor-Voucher Program SEIU Local 715 and
the City of Menlo Park, California

"Commencing on July 1, 1989, the City shall contribute $7,500 annually to the child care reimbursement fund, and there shall be a $500 maximum amount available to any individual employee. The worker may request a child care voucher from the Personnel Department for fees due for the dependent's participation in the Belle Haven Child Development Center or any other city run child care program. The processing of the voucher shall be on a 'first-come first-served' basis. Vouchers must be submitted to the Personnel Department during the fiscal year the expense was incurred."

Child and Elder Care Resource and Referral

Many unions have won employer support for a child care resource and referral program as a first step in addressing employee child care needs. A few contracts include elder care in the resource and referral program as well. These programs provide working parents with information about the full range of child care options in the community and provide a list of referrals upon request.

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Contract Example:
In-House Resources and Referral Service operated through the Employee Assistance Program SEIU Local 399 and Kaiser Foundation Hospital

The first step for SEIU Local 399 was to negotiate a twelve month pilot resource and referral program at one medical center. In subsequent negotiations, the union won an expansion of the program to all Kaiser medical centers represented by the Union. The following language is from this second contract.

"The employer agrees to extend the child care referral through the Employee Assistance Program to all Medical Centers and agrees to maintain the child care provider network in order to meet employees' needs.

"The Employer agrees to study the availability of individuals to provide child care for sick children in order to determine the feasibility of publishing a resource list through the child care referral program."

Contract Example:
Resources and Referral Service Provided by Outside Contractor CWA District 7 and Pacific Northwest Bell Letter of Agreement

"This will confirm our understanding of the formation of a company sponsored Information and Referral Service which will provide the following services:

- Referrals to day care facilities throughout Pacific Northwest Bell.
- Parenting seminars held at major work sites in Seattle and Portland.
- Parent consultation/education from experienced child development specialists.

"This service will be provided under contract(s) between the Company and a contractor(s) to be selected by the Company... The contract(s) will be evaluated on a yearly basis to assess cost effectiveness and employee utilization rates."

Contract Example:
Child and Elder Care Resource and Referral, CWA, IBEW and AT&T

"Effective January 1, 1990, a national community-based Child Care Resource and Referral Service (CCRS) will be engaged by the Company to help employees locate, evaluate and manage quality child

care for children under the age of 13. Information will be provided to employees via a dial-up contact number.

"Effective January 1, 1991, for regular full-time and regular part-time employees, an Elder Care Resource and Referral Service (ECRS) will be engaged by the Company to help employees locate, evaluate and manage quality care for relatives sixty (60) years of age or older. This service, also to be provided nationwide through community-based professional organizations, will provide information to employees on elder care facilities, housing, health, Medicare, and transportation services via a dial-up contract number. In addition, the service organization will attempt to stimulate the development of new service providers as well as the expansion of existing facilities and will provide care-giver seminars and consumer information materials."

Contract Example:
Child and Elder Care UAW Local 6000 and State of Michigan

The Joint Child Care Committee shall be expanded to the Joint Child and Elder Care Committee. The Committee shall continue to review the implementation, monitoring and promotion of the Child Care Information and Referral Service. The Committee shall also review such issues as on-site child care programs, including parenting classes, tutorial programs, etc. The Committee shall continue to assess child care needs and programs to address these needs, including pilot on or near site child care. The Joint Committee will also explore an elder care information, referral and counseling service utilizing existing state resources. Child and elder care programs may be implemented by mutual agreement. The Employer shall be responsible for the cost of such programs unless agreed otherwise.

Child Care Centers

Contract Example:
Child Care Committee CWA Local 1168 and
the Buffalo General Hospital Corporation

"The Employer and the Union recognizing the needs of working parents agree to the establishment of a child care facility. The total annual operating costs will be provided by the employees using such a facility. The Employer will only provide space for such a facility. The Employer will assist the employees in raising the initial start-up costs to establish the child care facility.

"The established Child Care Committee shall complete its research and institute the model for a child care facility no later than six months after the effective date of this Agreement and will be

operational within twelve months of the effective date of this Agreement."

Contract Example:
American Postal Workers Union, National Association of Letter Carriers and U.S. Postal Service

A 1987 Memorandum of Understanding between the U.S. Postal Service (USPS) and the American Postal Workers Union (APWU) and National Association of Letter Carriers (NALC) set up a national labor-management "Task Force on Child Care" to study "a full range of options, including but not limited to child care centers, referral services, parenting seminars, consortiums, and information services." According to the Memorandum "the Task Force costs were to be shared by the unions (25 percent each) and the Postal Service (50 percent).

As a result of this Memorandum, by the end of 1989, the Child Care Task Force had received more than 25 proposals from local labor-management groups to start child care services. The first two operating programs were an on-site center in Syracuse, New York and a near-site program in San Francisco, California. Because these were nationally approved projects, members of the labor-management teams were able to get release time for the many hours they spent planning these projects.

Contract Example:
San Francisco Off-Site Child Care Center

After many years of organizing for a child care center, San Francisco postal workers finally won approval in 1989 for a near-site child care program. An existing center, the Whitney Young Child Development Center, agreed to expand its hours and days of operating to accommodate postal workers child care needs. Thirty-two postal workers' children, ranging in age from infants to school-age, attend the center. Parent fees are low, about $1.50 per hour, because the high-quality center is largely funded by public subsidies for low-income and disabled children.

Child Care Centers in the Federal Sector

Since 1985, when Congress passed Public Law 99-190, unions representing federal workers have had the right to apply to use space in federal buildings for child care centers. The law requires that these centers give priority to federal workers, and that at least 50 percent of those using the space must be children of federal employees. Space, utilities, and equipment may be provided free of charge.

Federal employee unions have used this law to establish several on-site child care centers in federal buildings and on defense installations. In 1988, the National Treasury Employees Union (NTEU) and the Internal Revenue Service agreed to open 10 jointly managed child care centers with start-up funds provided by the government.

The following contract language established the on-site center at the U.S. Department of Labor. The center opened in 1977, with start-up costs provided by the government, and sufficient space to accommodate 100 children between the ages of 18 months and six years.

Contract Example:
American Federation of Government Employees (AFGE) Local 12 and U.S. Department of Labor

"The parties agree that the Department shall provide and maintain a child care facility, including space, office equipment, playground equipment, supplies, telephones and maintenance services for the maximum number of children within the space currently used. .

"The parties agree that the management of the facility shall be undertaken by the Department of Labor Day Care Center, Inc. for the life of this Agreement. Each party shall designate one representative to serve on the Board of Directors of the Center.

"The facility is dedicated to serve the needs of the employees of the U.S. Department of Labor. Priority on admission shall be given to children of U.S.D.O.L. employees. Children whose parents are not employees of the Department may be admitted only when no child of an employee of the department is available to fill an appropriate vacancy."

Contract Example and Case Study:
Joint Labor-Management Administration of an On-Site Resource and Referral Service United Auto Workers and General Motors, Ford, and Chrysler

"Since 1984, the UAW has negotiated a growing number of child care resource and referral services in its contracts with General Motors, Ford, and Chrysler. By 1989, these jointly administered labor-management programs were operating or being implemented in 39 Ford plants, several General Motors plants, and two Chrysler plants.

"The program, which is coordinated by national labor-management committees and funded by the automakers, enlists a plant labor-management committee to work with a trained local child care specialist. The on-site specialist provides each worker requesting assistance with an individually compiled list of options designed to

meet the work schedule and child care needs of each family. Some programs also offer parenting seminars, a 24-hour emergency telephone service, safe-toy and summer camp programs, assistance to families with handicapped children, and training to child care providers."

Emergency/Sick Child Care

Caring for mildly ill children is often cited by working parents as the biggest work/family conflict. Finding care in emergency situations — when the provider is sick, when school is closed due to bad weather or teacher in-service training, when the worker has to travel or work overtime — is also a dilemma. While flexible leave policies are often the best solutions, some unions have negotiated employer support for sick or emergency child care services.

Contract Example:
Alameda County Employees Labor Coalition/
SEIU Local 616 and Alameda County, California

The union first negotiated an eight-month demonstration project which provided a $35,000 fund available to reimburse employees, up to $300 per year, for sick or emergency child care expenses. The employer contracted with the state resource and referral agencies to provide sick and emergency care referral services to workers. The 1989 contract continued the sick and emergency care program, providing 90 percent reimbursement (up to $80 a day) for sick or emergency child care expenses, and expanding the maximum reimbursement to $350 per employee per year. The employer administers the program and continues to commit up to $35,000 per year to the fund.

Elder Care

Collectively bargained elder care benefits should be the basis for the development of a broad array of support services for workers and their older family members. Several unions have been in the forefront of these efforts. The following are examples of some recent agreements in which elder care benefits are subsumed under parental leave provisions.

Contract Example:
Family Responsibility Leave

AFSCME and the State of Illinois Department of Central Management Services

"(D) 'Family Responsibility' for purposes of this Section is defined as the duty or obligation perceived by the employee to provide care, full-time supervision, custody or non-professional treatment for a member of the employee's immediate family or household under circumstances temporarily inconsistent with uninterrupted employment in State service.

"(E) "Family" has the customary and usual definition for this term for purposes of this Section, that is:

1. group of two or more individuals living under one roof, having one head of the household and usually, but not always, having a common ancestry, and including the employee's spouse.
2. such natural relation of the employee, even though not living in the same household, as parent, sibling or child; or
3. adoptive, custodial and 'in-law' individuals when residing in the employee's household but excluding persons not otherwise related of the same or opposite sex sharing the same living quarters but not meeting any other criteria for 'Family'"

Contract Example:
Family Responsibility Leave, IBEW Local 980 and Leland Stanford, Jr. University

"When serious illness in the worker's close family requires the worker's absence to care for the ill family member, the worker may take sick leave of up to 10 working days in any year. The worker's 'close family' is limited to the worker's spouse, children, parents, parents-in-law, brothers or sisters, grandparents or grandchildren, or other dependent family members living in the worker's household."

Family Care

Until 1989, negotiated elder care benefits only appeared under parental leave contract provisions. However, this changed with a 1989 contract negotiated by the Communication Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) with AT&T. The family care provision of the contract includes specific contract sections exclusive to elder care. This kind of contract language should be a priority and serve as a model for those committed to addressing all work and family issues.

Contract Example:
Family Care, CWA, IBEW and AT&T

"The Company agrees to make available five million dollars to fund projects and initiatives that foster an increase in the number or

expands the capabilities of qualified professional organizations to serve the child and elder care needs of Communications Workers of America (CWA) and International Brotherhood of Electrical Workers (IBEW) represented employees throughout AT&T."

Improved Care of Newborn Child Leave and Family Care Leave

"...Effective January 1, 1990, the Company will introduce an unpaid Family Care Leave for a total period of up to twelve (12) months within a two-year period. The employee shall be guaranteed reinstatement at the end of each segment of the leave. The purpose of the leave shall be to care for a seriously ill family member.

"The employee shall be required to present evidence of serious illness of a family member and the expected duration of the illness and the reason for the employee's involvement, to the satisfaction of the company.

"While on either type of leave, benefit coverage for eligible employees shall be as follows:

- Death Benefit — Company pays for the period of the leave (up to one year).
- Basic Group Life Insurance — Company pays premium for the period of the leave (up to one year).
- Medical Expense Plan/HMO — Company pays for the first six months. Employee covers the balance.
- Dental/DMO — Company pays for the first six months. Employee covers the balance.
- Supplementary Group Life Insurance and Dependent Group Life Insurance — Employee covers the premiums."

After the successful completion of an employee's initial probationary period, upon depletion of accrued sick leave and upon written employee request, and in accordance with this Section, an employee will be granted, once during his/her employment, an unpaid leave of absence including necessary extensions for a period not to exceed three (3) months to care for a seriously ill or seriously injured spouse, child or parent who is dependent on the employee for care and support.

A leave for up to thirty (30) calendar days shall be granted upon request. Subsequent extensions, not to exceed sixty (60) calendar days may be granted at the discretion of the Employer.

The Employer shall consider the medical information provided, its operational needs, the employee's length of service, performance record and leave of absence history in reviewing requests.

Any request for a leave of absence under this Section shall be submitted in writing by the employee to the employee's immediate supervisor at least thirty (30) days in advance of the proposed commencement of the leave, except under emergency circumstances. The request shall specify the period of time being requested.

The request shall be accompanied by a physician's statement which sets forth the diagnosis and prognosis of the aforementioned family member and an explanation of the necessity for the employee to provide the care.

Requests shall be answered without undue delay and within fifteen (15) working days.

For further information contact
Mary Logan
Assistant Director
Department of Employee Benefits
AFL-CIO
815 16th Street
Washington, D.C. 20006
(202) 637-5208

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Consider this . . .

The top 20 percent of the nation is receiving as much after-tax income as the other 80 percent of the population combined.

Nearly 20 percent of full-time workers have earnings that put them below the poverty level

BUREAU OF THE CENSUS, U.S. DEPARTMENT OF COMMERCE AND SOCIAL SECURITY ADMINISTRATION

The U.S. has the highest rate of poor children in all the western democracies.

For low-wage workers, the unemployed and all poor families, the 1980's brought more poverty and homelessness, poorer health, more hunger and a drastically weakened safety net of government help at both the national and state level.

Almost 20 percent of all American children now live in poverty. One in eight children suffers from hunger and malnutrition.

TESTIMONY OF ROBERT GREENSTEIN BEFORE HOUSE COMMITTEE ON WAYS AND MEANS, MARCH 13, 1991

Nearly 75 percent of mothers of children age 6 through 13 are in the workforce.

Workers with two children could pay anywhere from $5,000 to $20,000 a year for child care. For working families the median income in 1992 is $34,000.

CHILDREN'S DEFENSE FUND "CHILDCARE KEY FACTS" JULY 1992

Many women can expect to spend 17 years caring for a child and 18 years caring for an aging parent.

U.S. DEPARTMENT OF LABOR, WOMEN'S BUREAU, WORK & FAMILY CLEARINGHOUSE, "ELDERCARE: AN OVERVIEW:"

Fifty-five percent of women caring for elderly parents also work outside the home.

WORK AND FAMILY, POLICIES FOR A CHANGING WORK FORCE, NATIONAL ACADEMY PRESS, WASH, D.C. 1991.

The average wage for child care workers is below the poverty level.

CHILD CARE EMPLOYEE PROJECT, NATIONAL CHILD CARE STAFFING STUDY

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